# Point of View By Madeleine F. Green

# The Accidental President: Views of Theory and Reality

MENIOR STAFF MEMBERS at national higher-education associations are supposed to be one of two general types: those who already have had distinguished careers as college or university presidents and those who aspire to that supreme position. The common belief is that real life happens in the trenches-on campuses-and that the noblest occupants of those trenches are beleaguered college presidents. They troop to their national associations to reflect solemnly on broad issues and to guide naïve association staff members protected from the true grit of campus life.

When I came to the American Council on Education in 1974 as an assistant project director, my professional campus experience consisted of three years of teaching French language and literature at a private women's college in Boston. My academic life began and ended in the classroom. Department chairs seemed to serve a useful function, but, for the life of me, I couldn't fathom what provosts and presidents did.

In the ensuing years, however, I traveled widely to college and university campuses and worked with hundreds of ACE Fellows, presidents and other senior administrators, and faculty members. I got to know them; learned about the issues that were important to them; heard their war stories and their personal tales of elation and depression. I was able to compare and contrast a wide sampling of U.S. colleges and universities. Not knowing any better, I thought that I could learn something about campus life through my work at ACE. I had a unique window on the world of higher-education leadership, and I happily took advantage of it.

Yet, to the astonishment of my friends who were college presidents, I did not crave a presidency myself. I did not long to be in "the real world." I have never planned my career, never thought about "positioning" myself for the next move. I was content to direct ACB's Fellows Program and its Center for Leadership Development, initiating new projects and writing about leadership and campus issues. However, when an opportunity fell into my lap in August of 1990 to serve as interim president of Mount Vernon College, a women's college in Washington, D.C., I accepted the job. I reasoned that I was not averse to the "real world," as my campus colleagues defined it, and that assuming the position would allow me to test my theories as well as my mettle. I was sobered, however, by my understanding of the darker side of college presidency—and the reality that I was in charge.

My friends in the trenches were amused: "It's one thing to write about leadership and quite another to do it. Now it's your turn," As the year progressed, I heard the same question repeatedly: "Now that you've experienced real-life leadership, does the reality match your theories? Was writing about leadership at all relevant to what you're doing now as a president?" The unstated message, of course, was that I now had joined the ranks of those brave warriors who had wrestled with the administrative dragon; finally, I would be able to distinguish real life from the pale imitation perceived by association staffers or a cation literature.

As I began my presidential year, I doubted that I would encounter many stunning surprises. But I knew that I was vulnerable; since I had made various pronouncements about leadership in my writing. Would I have to issue a public retraction? I knew that I would be operating from a well-thought-out conceptual framework, filed in the mental compartment called "knowing." But, I also knew that on the spot, one doesn't consult one's ideas, values, and beliefs like a manual. Rather, one operates from the compartments called "feeling" and "doing." Since there was little time for reflection, I led from my instincts, like most presidents, and hoped that they had been adequately honed by prior reflection and that my actions would jibe with my professional beliefs.

I spent most of my year lurching from one crisis to the next. On arriving at Mount Vernon, I found nothing out of the ordinary for the president of a small college; a distrustful, demoralized faculty and staff; an imminent union election by the approximately 40 staff members, many of whom saw no other way to be heard; and severe financial problems. The board simply wanted someone to hold the college together until a permanent president could be found.

So how did the conventional wisdom about leadership and my own interpretations of it hold up? I present three theories, followed by the reality I experienced as a college president:

Theory: Management and leadership are quite different. Several leadership gurus are quite clear on this distinction. They associate leadership with exerting influence; providing guidance, vision, and innovative

"Finally, I would be able to distinguish real life from the pale imitation perceived by association staffers or discussed in the higher-education literature."

ideas; and focusing people's attention on important issues. Leadership is seen as a lofty, inspiring, und sometimes "transforming" enterprise. Munagement, on the other hand, is seen as concerned with command, control, and making things work—a pedestrian undertaking compared with the soaring possibilities of lead-

I had never bought that dichotomy, and my year as president confirmed that the borders between management and leadership are fuzzy indeed. Yes, leaders need vision, but leaders don't necessarily have visions, which is the impression that some theorists give. My approach to leadership and my reality were a lot more modest. More often than not, leadership was demonstrated through an accumulation of small acts, many of them management decisions.

In a small college, presidents are in the trenchesprodding, pushing, nudging, selling, and negotiating with faculty and staff members, students, parents, board members. Of course, one has to know why one is doing all that and where one is headed. But a vision isn't of much use if it's not shared by those who must make it a reality. Most days, I managed my way to leadership. I believe that my fellow presidents would say that they do the same.

Theory: Leadership is largely symbolic, and a president is the living symbol of an institution. This I agreed with; my conversations with dozens of presidents had corroborated it. Such symbolism is what makes the presidency a 24-hour-a-day job and every conversation and speech important. Presidents are watched closely; their comments are interpreted and reinterpreted, their body language scrutinized, and their mood titrated as a measure of the state of the college. Leader and institution are fused.

I knew all of this going into my year, but I experienced some twists that I hadn't anticipated. The most important thing to remember, I knew, was that a symbol is not a person; I was me, not a symbol. Thus I scrupulously worked to separate myself from my position. What I forgot was that no one else saw that important difference. To everyone else, I was a living, breathing symbol; the recipient of everyone's projected hopes and frustrations. It doesn't matter to anyone but the president that it's just you in there, but God help the president who forgets that.

I concluded that the more distance a president can get from the role, the better. The need for private time and space is great, but those are scarce commodities. was fortunate in that my own home was 15 minutes from the campus. (Many community-college presidents and some presidents of four-year institutions have the same luxury.) When I finally did drag myself wearily home from the office, it was to my own private snace with my family, not to a fishbowl on the campus.

Why not use presidential residences for entertaining and official functions and let presidents really be offduty when they go home? A private home, providing some physical and emotional distance from campus, might do a lot for presidential sanity (and reduce the number of careers gone awry over the costs of presidents' official residences).

Theory: Institutional change requires vigorous leaderxhip from the top. Theorists disagree about the importance of presidential leadership. One camp thinksit is pivotal, maintaining that strong leaders are needed to overcome the institutional inertia that is bred by the enervating polities of academic life. Another group sees colleges as "organized anarchies," fluid organizations on which leaders have little impact.

Before becoming a president, I was convinced by my observations and simple intuition that leaders do make a difference, although probably less of one than some scholars might think. Now, having served as a president. I am more aware than ever of the limitations on a president's influence and of the truth of my conviction that presidential leadership by itself is insufficient.

PRISIDENT'S VISION IS ONLY AS effective as the number of constituents who embrace it-Presidential vision is produced by an unusual A alchemy of the hopes, aspirations, strengths, and fears of many different people. A president clicit these from others and reflects them back in different forms. That is not to say that presidents simply mirror the combined wishes (usually conflicting) of their constituents. But if constituents don't see any of their own ideas or values mirrored in a president's vision, the road ahead is perilous.

An important aspect of leadership that receives 100 little attention is the importance of strong leaders throughout an institution. Presidents must develop strong leaders not only among senior administrators but also among department chairs, committee heads, faculty and staff members, and students. These people are the engine of change; without healthy, positive, and responsible leadership from the ranks, presidents and deans are paralyzed. As a president, I constantly tried to develop lenders by giving faculty and staff members who wanted to make a positive contribution the oppor tunity and room to lead.

My year in the trenches gave me first-hand experience in unrelenting stress and tension. Because in college's future was imperiled, every decision counted no margin for error existed. Between the tidal waves of crisis, I sometimes wondered why smart people choose to do this for a living. But there were joys, too: the students, the sense of inching an institution forward bit by bit, the feeling of being a part of a special communi-

"So," my friends ask me, "will you do it again? Have you acquired a taste for being president?" My reply is that I honestly don't know: I have never planned my career, and I see no need to start now.

Madeleine F. Green is a vice-president of the American Council on Education.

# THE CHRONICLE

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# Quote, Unquote

**News Summary: Page A3** 

"The Merlins of the cold war. Their wizardry could tip the balance of superpowers in the twinkling of a quark." A newspaper columnist, on the influence of physicists: A1

"In terms of the basic science, I think the answer is already in: There is nothing deeply problematic about doubling the human life span." A professor of ecology and evolutionary biology: A9

The art-history establishment has failed to demonstrate itself as a viable, responsible discipline in modern society and runs the risk of reducing itself to a mere antiquarian activity." A professor of art history, on the lack of debate over restorations: B3

"The Willie Sutton complex is alive and well and living in every state that has a healthy pension fund." A lawyer, on efforts to cut contributions to state pensions: A27

"It's destroying some scientific chools. What took decades to build up is now taking months to

A Russian physicist, on the scientific bigin drain there: A41

This is a struggle for the soul of this institution. The question that will be answered here is essentially this: What is our nission? Why do we exist? Are we here to teach and learn or are we here to house hig-time athletics?" The president of the U. of Nevada

"It's my hobby. It became my lucation and then my profession. I can't complain." Samir A. Husni, a self-described student of the newsstand: A7

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**Teaching Assistants Get More Training** 

Many colleges are expanding training programs for teaching assistants. Derina Sura Samuel. a ra from Zambia, says Syracuse University's intensive program helped her overcome her nervousness about "walking into a classroom of American students." Story on Page A17.

### Dominance of Science Policy by Physicists Seen Waning With End of Cold War and Rise of Biological Research

By COLLEEN CORDES

After dominating U.S. science and technology policy for decades, physicists must now share their influence with others, especially biological scientists.

That's the view of some science analysts, who say the end of the cold war and the explosion of opportunities in biological research point to a new balance of power in the sciences-one with important implications for how the federal government supports scientific research.

After World War II, many of the most exciting technological advances stemmed from fundamental discoveries in the physical sciences. But today the biological revolution-spurred in part by contributions from physicists and chemists—is produc ing an avalanche of stunning scientific and technological progress, the analysts suggest. Administration officials say that recent actions by the National Science Foundation and the White House indicate that the federal government has recognized the change.

#### Bolstered by Public Image

The decline in the influence of physicists was discussed in a recent column by Michael Schrage, a columnist for The Los Angeles Times. The column has sparked debate among scientists with its assertion that "the age of the physicists is over."

"The Merlins of the cold war." Mr.

Nicolaas Bloembergen of Harvard U.: Physics had and still has an important role in making the dreams of biotechnology come true.

Schrage called the physicists. "Their wizardry could tip the balance of superpowers in the twinkling of a quark."

Bolstered by that public image, he wrote, they won large amounts of federal money for national laboratories, "Star Wars" research, and high-energy accelerators, including the multibillion-dollar

Superconducting Supercollider. They also often won a relatively large share of the top posts for scientists in academe, industry, and government.

But the influence of physicists is now waning, he said, because of changes in geopolitics and the nation's scientific and technological priorities.

#### Role of the Atomic Bomb

Some physicists contend that Mr. Schrage's analysis exaggerated and oversimplified the influence of physicists and the role of the atomic bomb in enhancing their power.

Donald N. Langenberg, a physicist who is chancellor of the University of Marynd, argues that physicists' role in oping the nuclear bomb thrust them into the Washington spotlight.

After the war, he adds, it was natural for politicians to turn for advice to scientists they knew.

"It's probably fair to say that nuclear weapons provided the early entrée for some physicists to learn how to function in Washington," Mr. Langenberg says.

Nicolaas Bloembergen, professor emeritus of physics at Harvard University, emphasizes that the prominence of physicists has not been limited to defense. He points to the use of lasers in medicine and advances in high-temperature superconduc-

Continued on Page A32



# Jew QEMM-386 v6

• Firs nothing less than a dream come true ??

— Steve Gibson, InfoWorld 8/26/91

Suddenly PC users have a lot of memory managers to choose from. Seems that everyone has figured out what users have been telling us for years: they need every last 'K' of available memory between 640K and 1 megabyte—especially if they're running on a network. Or using TSRs.

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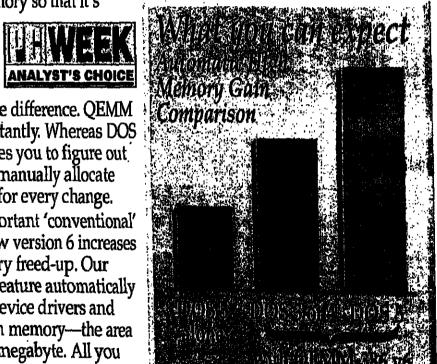
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nning on a network. Or using TSRs.

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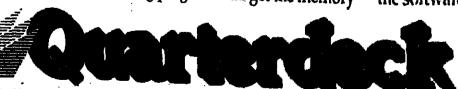
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A MAYERICK'S VIEW OF THE ORIGINS OF FREEDOM Praise and criticism surround a sociologist's contention.

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**EXODUS FROM THE FORMER SOVIET UNION** Physicists and other scientists are leaving their labs in droves, raising fears over the future of research: A41

FRENCH STUDENTS PROTEST REFORM PLAN A government proposal to reorganize university education leads to peaceful demonstrations: A43

DISSIDENTS SENTENCED IN CHINA At least three students are among seven people convicted of opposing China's Communist system: A43

Russian scientists meet in U.S. to discuss their future: A41 Worries about Russia's civilian scientists: A41 Science academies warn of environmental IIIs: A41

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A peculiar silence from the scholarly community about how well the job of art restoration is being done has undermined the art-history establishment. Opinion: B3

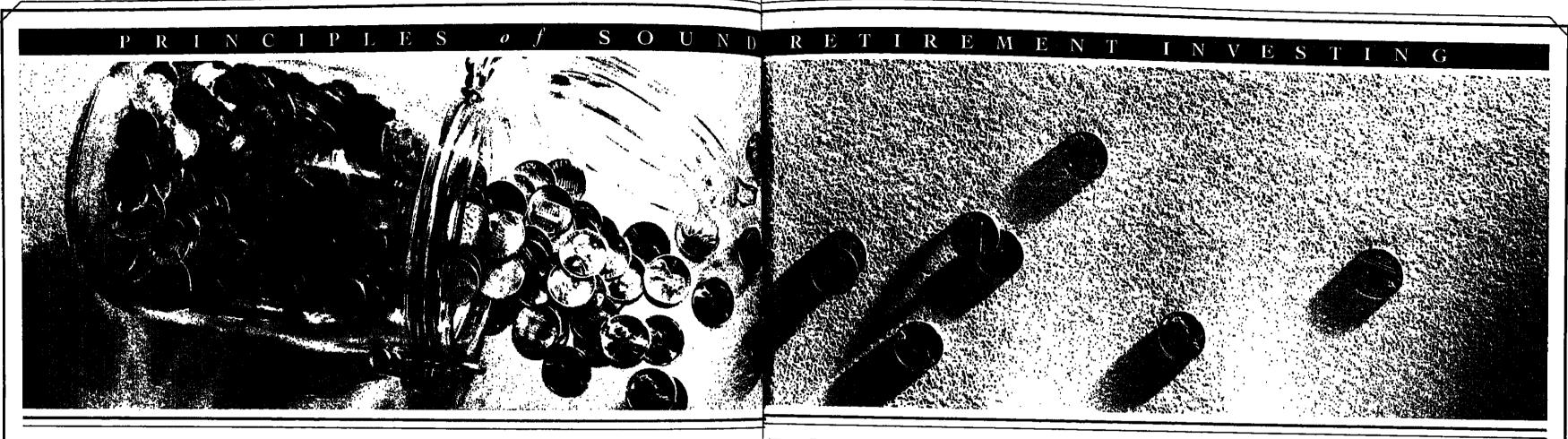
'THE COLUMBUS OF THE WOODS'

An exhibition at Washington University focuses on Daniel Boone's role as a "central persona" in America's search for identity, End Paper: B68

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# MARGINALIA

Headline in the Daily Egyptian, the student paper at Southern Illinois University at Carbondale:

PROFESSOR EXPLODES GETTING FIRST CAMPUS BOMB THREATS OF YEAR

"The power of suggestion?" a reader couldn't help wondering.

From The Daily Texan, the newspaper at the University of Texas at

"In yet another instance of media bandwagoncering, the American totem of free speech will be run up the First Amendment flagpole Sunday

Let's hope the flagpole doesn't

News item in The Reporter, the student paper at Mankato State Uni-

"Jon Pluto's night class was almost over Thursday at about 9:20 p.m. when he thought he smelled something.

"God, do you smell smoke?" Pluto, a Mankato State University gradunte student, asked his classmote.

And the classmate replied . . . ?

History we'll bet you didn't know till now (from Curnegie Mellon, the alumni magazine at the university of the same name):

"While most Western people think of flower arranging as a feminine chore, the 1,400-year-old Japanese art of ikebana was invented by a British priest in Japan. . . . ''

A reader at Western Washington University has sent us an article from the Encyclopedia of Earth Sciences, Vol. xv (1982 edition), that contained this information:

"When in motion, some sands emit sounds that are audible to the human ear. Such sands have been described from several parts of the world and have been variously called roaring, booming, squeaking, singing, musical and sounding sands."

Which may explain a note in *Fast*, Western Washington's faculty-staff newsletter, reporting that a professor had given a paper at the "annual Choral Reef Studies."

From an ad in our "Bulletin Board" section: "The University of Colorado at

Denver invites applications and nominations for the position of director of Student Life, cu-Denver is a public, urban, commuter institution with a student enrollment of approximately one million, located at the foot of the Rocky Mountains."

It just seems like a million, at that

### In Brief



Students are climbing the wall at Cornell U.

sity, home of North America's largest artificial rock-climbing came the site of what may have nell's outdoor-education depart-

Tower shop may open,

26 years after shootings

AUSTIN, TEX. — Twenty-six

years after a gunman killed 15

people from the observation deck

of the University of Texas admin-

istration tower (right), a universi-

ty committee has voted to allow a

coffee shop to open one floor be-

The University Council decid-

ed, however, that the observation

deck should remain closed, as it

has since 1975. The decision to

open the coffee shop on the

lower's 27th floor must be ap-

proved by President William H.

Cunningham. Students who had

pushed for the coffee shop pre-

dicted it was a first step toward

Over the years, students have

eventually reopening the deck.

tried unsuccessfully to persuade

the university to reopen the open-

Financial problems force

college to close in June

deficit and high student-loan de-

fault rate will force St. Mary of

the Plains College to close at the

The college's sponsor, the Con-

gregation of the Sisters of St. Jo-

seph of Wichita, has accepted the

Board of Regents' vote to close

St. Mary of the Plains, faced

with a declining student enroll-

ment, reported a \$215,000 deficit

in its 1991 budget of \$8-million.

Officials have projected a

students who graduated or left the jobs.

\$970,000 deficit for this year.

the 40-year-old institution.

ITHACA, N.Y.—Cornell Univer- | collegiate rock-climbing event. | Nearly 100 students from 15 universities participated in the twowall (above), last month also be- day festival, sponsored by Cor-

air deck, which offers a dramatic

Opposition is based in part on

the grim history of the tower. Sev-

en students committed suicide by

leaping from it between 1945 and

college in 1989 have defaulted on

their federal student loans. Such a

with a truck-driving school from

from students enrolled in that pro-

The U.S. Education Depart-

ment has said the program did not

meet aid-eligibility requirements.

and it has asked the college to re-

enrolled in the truck-driving

view of the campus.

ble for federal aid.

been 8.1 per cent.

the 30-foot-high, 160-foot-wide climbing wall on Cornell's campus. It is made of natural rock embedded into concrete blocks, and is sculpted to imitate a variety of been the nation's largest inter- ment. The event took place at elements found on real cliffs.

CHRIS HILDRICH, CORNELL UNIVERSE

**Professor found guilty** 

of research fraud

LOS ANCHELES-A faculty member at the University of California campus here pleaded guilty in federal court last week to defrauding the federal government of \$590,-000. He will repay \$1.6-million in fines and penalties under a plea-

Cavour W. Yeh, a professor of electrical engineering since 1967. also may be given a prison term of up to two years by U.S. District Judge Harry Hupp at a sentencing scheduled for May, said Nathun Hochman, an assistant U.S. uttorney. Under the agreement, Mr. Yeh must resign his faculty position and repay \$150,000 to the uni-

Mr. Yeh, who has been on unpaid leave from the university since 1990, hired his brother and two sisters to work on federal grants he obtained for bogus rescarch projects. He received kickbacks from his siblings. Mr. Hochman said.

rate ultimately could have made students at the institution ineligi-Mr. Yeh's relatives also pleaded guilty to conspiracy to conceal Officials blame the high default | the scheme, which was carried rate on a vocational program the out between 1981 and 1988. college operated in conjunction

to protest ald plan

Students skip classes

MIDDLETOWN, CONN. - AL least 300 Wesleyan University students skipped classes to participate in a day-long sit-in at an administration building last week. The students were protesting a proposal to end the college's policy of accepting qualified students regardless of their financial need.

The proposal was put forward by President William M. Chaceas purt of a long-range planning document. It was presented to the university's board of trustees last week, but a final decision is not expected until at least May.

The plan is nimed at stemming the university's burgeoning financial-aid budget. Last year, Wesleyan spent \$11.8-million on aid.

Under the plan, the university reserves the right to admit only those students on the waiting list who could pay their bills without help from the institution.

Cadets get a view

of history in TV movie

MOUNT BERRY, GA.—Cadets & North Georgia College donned wigs and 19th-century uniform for the ABC-IV movie "The Class of '61.''

The cadets from the state military college represented the members of the West Point Class of 1861 in the Civil War drama the low). Cadets in that class never graduated because they had to serve in the war.

The endets from North Georgia filmed two scenes at Berry Cot lege here, where the movie was being filmed. One scene took place on the drill field, where cadets sang "Dixie" or "The Star Spangled Banner." Each student vas paid \$50 for his work.



1985 to 1990. Without the defaults | Corrections

gram, St. Mary's rate would have ■ An article about potential nominees to the National Council on the Humanities (The Chronicle, February 19) incorrectly identified Alan C. Kors. Mr. Kors is a professor of history at the Univerpay \$94-million given to students sity of Pennsylvania.

 An article on a new grant proschool. A community group will gram by the Robert Wood Johntry to help the college's 160 pro- son Foundation (The Chronicle, In addition, 43.7 per cent of the | fessors and staff workers find new | February 5) incorrectly stated | that about 60 per cent of the residencies were filled.

residencies in pediatrics were filled last year at the University of Pennsylvania Medical Center. Fredric D. Burg, the medical center's vice-dean for education, said the 60 per cent referred to residencies that were initially filled in pediatrics, internal medicine, and family practice nationwide. At Pennsylvania, 100 per cent of the internal medicine and pediatrics Three trustees resign

from black college

DALLAS - Three prominent trustees of Paul Quinn College, including one of the college's strongest supporters and financial contributors, have resigned.

A college spokesman said the three had resigned because of heavy workloads and job commitments. But their departures fueled concerns about the college's financial stability.

One of the resigning trustees was Comer Cottrell, a Dallas businessman who helped Paul Quinn move from Waco to Dallas two

years ago. Paul Quinn, a historically black college, moved to the campus of the now-defunct Bishop College after Mr. Cottrell bought the campus in a liquidation

The other trustees were George W. Bush, managing general partner of the Texas Rangers professional baseball team and President Bush's son, and Alphonso Jackson, director of the Dallas Housing authority.

Mr. Cottrell, chief executive officer of the Pro-Line Corporation. a hair-products company, said he had resigned to devote more time to his job. He said his decision in no way lessened his commitment to Paul Ouinn.



#### U. of Maine sells its 58 Jerseys

ORONO, ME.--As part of a series of mid-year budget cuts, the University of Maine has sold its herd of 58 Jersey cows, including Fascinator Violin and Duncan Doughnut (above), to a local auctioneer for \$27,0(x).

The sale of the cows, and the dismissal of four employees who

save the university's Agricultural Experiment Station \$80,000 a year. The university has conducted research on dairy cows for over a century. It still has 175 Holsteins.

The station must cut a total of \$172,000 from its budget this year. It plans an early-retirement proworked with them, is expected to | gram and a hiring freeze.



Meningitis scare prompts vaccinations

of Illinois received free vaccines last week against bacterial infections that killed two students at the university last year. Five other students at the university—and one student at nearby Parkland

the bacteria this year. The bacteria can cause blood infections or meningitis, an in-

CHAMPAIGN, II.L.—More than I flammation of the brain lining-10,000 students at the University The fatal cases last year were blumed on blood infections.

The Centers for Disease Control in Atlanta called the vaccinations, which took place in the university's Armory, "the most pru-College—have been infected with cases." People are at risk of becoming infected if they have had PORTRAIT

# 'The Planet's Leading Expert on New Magazines'

By LIZ McMILLEN

It's 10:00 on a Friday morning, and Samir A. Husni is haunting a Memphis newsstand. The delivery truck has just dropped off a fresh load of the latest newspapers and magazines, and Mr. Husni's eyes dart across the jumble of covers. In a few moments, a title that wasn't there last week catches his eye: Drunken Boat, the Anarchist Maguzine of Literature and the Visual Arts. Ah, satisfaction.

Several hours later, after visiting three more newsstands, Mr. Husni walks off happily with his purchases. The day's haul: 18 new magazines. Some \$100 poorer but immeasurably enriched, he throws the magazines in the back seat of his Chevrolet Cavalier and heads off on the 80-mile trek back to his home in Oxford, Miss.

Mr. Husni will spend the evening flipping through the pages of Better World, a new-age publication; Big Ones, America's Breast Magazine!; Street Trash, a gay magazine: two crafts magazines; four children's magazines; and several others. Eventually they will find a spot along with the 4,000 other magazines stacked in piles, crammed onto shelves, and otherwise squeezed into every nook and cranny of his office at the Universily of Mississippi, where he is an associate professor of journalism.

For Mr. Husni, a self-described student of the newsstand, a boyhood fascination with magazines has grown into what can only be described as an obsession. It's a description he cheerfully seconds. "It's my hobby," he says. "It became my education and then my profession, I can't complain."

The outlet for Mr. Husni's obsession is a guide he publishes each year called-naturally-Samir Husni's Guide to New Consumer Magazines. The guide, which has a fervent following among publishers, editors, advertisers, and media reporters, is the definitive almanac of new magazine releases. The 1992 edition, which will be released this week, shows that 541 new magazines in 40 categories were pub-

'Quite a Bit of Weird'

Each year's guide takes the pulse year saw "quite a bit of weird," Bubes and Double DD's, two sex magazines; *Brazilian Beef*, a gay ermen; and Elvis Town, "about ular category, with 66 new issues.

While several prominent maga-

VOLUME PINE

Samir A. Husni: "It's my hobby. It became my education and then my profession. I can't complain.

laptop computers, for instance, and limited in circulation. (Mr. Husni includes all bound and printed magazines sold on newsstands.)

Weekly Jaunts to Memphis

Even so, the survival rate for new magazines is greater today than it was just 10 years ago, he says. A magazine started in 1981 had an average life expectancy of 1.5 years; one hitting the newsstands in 1991 had an average life expectancy of 3.7 years.

'You read about the doom and gloom in magazine publishing, but look at this," he says. "You'd think there's no end in sight to new

Mr. Husni finds most of his magof what's current or just simply bi- azines on weekly jaunts to Memzarre in American pop culture. Last phis, where he will happily hand over \$500 to \$600 a month for new notes Mr. Husni: Navy Seals, a and continuing releases. When he magazine for and about Navy goes to New York, he'll head divers; Bunnles, Birds, and Cats, a straight for the Pan Am Building, about people with tattoos; Busty Pages and occasionally driving "to areas where I'm scared to death."

Mr. Husni's guide, an outgrowth magazine; Trophy Striper, for fish- of his dissertation on consumer magazines, got its start when his food, art, and entertainment in the wife urged him to publish his recity Elvis called home." As in pre- search. The first edition of 1,000 vious years, sex was the most pop- copies was published in 1986 and was out of print in two weeks.

Mr. Husni's guide has mude him cession, Mr. Husni's guide depicts call when they want to find out

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Husni figures he fields a half-dozen calls a week from reporters.

Mr. Husni's love affair with the magazine began when he was grow-

ing up in Lebanon. His first was a Superman comic book. He came to the United States in 1978 to attend graduate school at North Texas State University and the University of Missouri. The selection of magazines here shocked him. "I was like a kid in a candy store."

A Subject of Academic Neglect

Although Mr. Husni remembers lots of scholarly eyebrow lifting when he told his advisers that he wanted to study magazines, he developed a course of study at Missouri. In 1984 he came to the University of Mississippi, where he started a program in magazine journalism, covering editing, design. production, and management. With 65,000 periodicals published each year in this country alone, magapublication that offers "crafty crit- site of one of the largest interna- zines are the largest mass medium ters to stitch, stuff, knit, build, tional newsstands. Trips to other and a subject of academic neglect,

Today, Mr. Husni counts among his collection 7,000 first issues and several complete sets of magazines. Asked to name his favorites, he says sweetly: "It's so hard to differentiate among my children."

Although Mr. Husni has some 25 magazine subscriptions, he gets little enjoyment from seeing a new parcel in his mailbox, especially if zines have fallen victim to the re- a media darling, the man reporters the magazines come to him torn or messed up. He'd much rather make an industry that he maintains is vi- about the state of the magazine in- that weekly trip to Memphis and brant and growing. To be sure, dustry. Variously called "Mister spot his finds on the newsstand. many of the guide's entries are Magazine" and "the planet's lead- And if there's a new magazine out, homemade efforts, produced on ing expert on new magazines," Mr. you can be sure he will find it.

# mobas

A 20-year-old essay that has become something of an underground classic in the scholarly debate over the formation of black culture in the Americas will surface for the first time in book form when Beacon Press publishes a hardcover edition this summer.

The Birth of African-American Culture was written in 1972-73 by two anthropologists, Sidney W. Mintz of the Johns Hopkins University and Richard Price of Martinique, now a visiting professor at Princeton University. Born of a concern with what the authors describe as "certain polarizations emerging in Afro-American Studies," the long essay argues that slaves imported to the Americas did not bring a distinct African culture with them but built on "underlying cultural understandings" to fashion an entirely new culture.

"Afrocentricity" was not the academic buzz word in 1972 that it is today, but the authors' twodecades-old thesis could easily be read as an argument against certain tenets of the Afrocentric movement concerning the significance of African culture in the formation of black American society.

"Afrocentric scholars would view it that way," Mr. Mintz says. The book by Mr. Mintz and Mr. Price began life as an "enormously long paper," as Mr. Mintz puts it, for a 1973 symposium at Johns Hopkins. Although it immediately became controyersial and has been widely cited, the authors were never able to get it published as a book-and they didn't want to publish it in a journal, fearing it would get lost there. It circulated for a time in pamphlet form, when the Institute for the Study of Human Issues published an offprint in 1976, but that is out of print.

Now the work, its ideas as topical as ever, will finally find a home between hard covers. Mr. Mintz says his greatest satisfaction in that is that it can finally be officially

The latest volley in the James Joyce textual wars has been fired. in 1988 a scholarly brouhaha erupted over charges that the 1986 Random House publication. Ulysses: The Corrected Text. a supposedly definitive edition put together by Hans Walter Gabler of the University of Munich, was nddled with errors. The chief accuser was John Kidd, a textual scholar then at the University of Virginia and now director i James Joyce Center at Boston University, whose persistent criticism of Mr. Gabler's work was largely responsible for Random House's eventual decision to re-issue its 1961 edition-not Mr. Gabler's version-in paperback.

Mr. Kidd is about to put his scholarship where his mouth is. W. W. Norton and Company has announced that it will be publishing over the next several years, The Dublin Edition of the Works of James Joyce-edited by John Kidd.

# **Scholarship**

# Controversial Harvard U. Sociologist Relishes His Role as a Maverick

In a book, he says freedom owes its birth to slavery

#### By CHRIS RAYMOND

His many supporters say he is brilliant and provocative. His critics say he doesn't understand black American history and

Orlando Patterson deflects the criticism and plays down the praise, saying-with a lilt in his voice reflecting his Jamaican uphringing—that he is always puzzled at the extent to which American scholars hesitate to champion unpopular views.

"In America," says Mr. Patterson, a professor of sociology at Harvard University, "if you break away from the party line, you are seen as a reactionary. It's very crippling."

But apparently not for him.

#### **Books Garner Awards**

In 1983, when he was 41 years old, he managed a rare achievement, receiving awards for distinguished scholarship from both the American Political Science Association and the American Sociological Association. He won for his 1982 book, Slavery and Social Death: A Comparative Study, which argued that slavery increased, rather than declined, in cultures considered watersheds of human develop-

Last year Mr. Patterson won the National Book Award for non-fiction for Freedom; Volume I: Freedom in the Making of Western Culture. (The second volume, Freedom in the Modern World, also to be published by Basic Books, is due out next

In those works, Mr. Patterson develops

a conception of slavery that emphasizes

the slave's peculiar cultural status, com-

mon to all systems of slavery, and exam-

ines the way in which slavery served as a

handmaiden to Western society's most

Mr. Patterson is undeterred by the criti-

cism he has faced for some of his views,

despite receiving hate mail for his essays

about the moral crisis in black America in

the 1970's, and taking heat from feminists

for arguing in a New York Times op-ed

piece that Clarence Thomas was guilty of

nothing more than engaging in a "down-

home style of courting" common to

blacks. For example, he has criticized the

celebration of black American slave cul-

ture, denigrated ethnicity-based political

movements, and, in Freedom, argued that

Western civilization's concept of freedom

In some cases, critics eventually came to

agree with Mr. Patterson's maverick

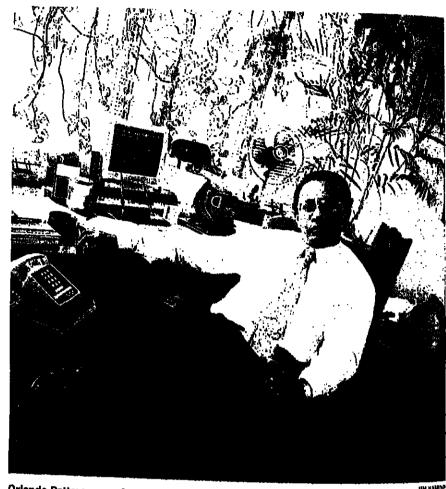
views; in others, he remains a nearly soll-

owes its birth to slavery.

cherished value, personal freedom.

at economic expiditation. He was one of the first scholars in a

very, very long time to look at slavery as a global institution."



Orlando Patterson, professor of sociology at Harvard U: "In America, if you break" away from the party line, you are seen as a reactionary. It's very crippling."

tary voice. In any case, he has tackled questions of central concern to scholars and the general public alike, and always in a way that seems to defy any conventional scholarly boundaries.

"He does not follow any school of thought, nor is he trying to found one,"

says Theda Skocpol, a sociology professor

cism—he seems equally at home in philos-

ophy, history, anthropology, economics,

and sociology-to his years at the Univer-

sity of the West Indies and at the London

aries too seriously," says Mr. Patterson,

who has a bachelor's degree in economics

and a doctorate in sociology. "Most of my

colleagues [at the London School] were

anthropologists studying the Caribbean.

And all of us at the University of the West

Indies saw ourselves as social scientists

interested in the problems" of national

economic development. "Understanding

In fact, Mr. Patterson sees himself as a

standard bearer for sociology's heritage. A

colleague, Richard Sennett, a sociology

professor at New York University, calls

Mr. Patterson a Kantian thinker, who sub-

couldn't be tied to one discipline."

"I've never taken disciplinary bound-

Mr. Patterson attributes his eclecti-

at Harvard University.

School of Economics,

scribes to the notion of being a citizenthe world. While Mr. Patterson describes himself as a socialist, he considers himself a scholar working in the tradition of the German sociologist Max Weber (1864 1920), who sought to explain the historical and religious roots of capitalism in his clay sic treatise, The Protestant Ethic and the He has revealed "systems of slavery that are not primarily directed Spirit of Capitalism.

For a long time, says Mr. Patterson, ciologists "lost interest" in such a bros question as how societies develop. In last decude, he adds, he has detected genuine historical sociology, not an ex gesis on sociologists in history."

Nonetheless, historians, rather than s ciologists, seem to have most actively en braced Mr. Patterson's work.

David Brion Davis, a history professo at Yale University and author of the highly regarded 1966 book, The Problem of Slav ery in Western Culture, whose ideas Mr is now returning the favor by using Mr Patterson's ideas to draw connections be tween Christianity's notion of original si and conceptions of slavery among about tionist preachers.

If sociologists have failed to pursue M Patterson's Ideas, Mr. Sennett says, "the problem is sociology, not Patterson. American sociologists are just not very in tellectual."

#### Exile and Alienation

Mr. Patterson says the common three in his work, which has addressed slavery freedom, and, early in his career, ethak ity, is an interest in exile and alienation

Marxist scholars often use the latter term to describe how, under capitalism, workers have no control over the products they make. But Mr. Patterson is more interested in analyzing the psychological and cultural aspects of alienation.

His perspective has led him to define one of the key elements of slavery as "natal alienation." The term refers to the way in which the status of slave has been defined in large part by the slave's separation from family.

The concept has led Mr. Patterson into lisputes with some American scholars.

"I appreciate his emphasis on slavery as being much more than an economic institution," says Eugene Genovese, a distinguished scholar in residence at the Univerity Center of Georgia.

#### Questions About Slave Culture

But, adds Mr. Genovese, who has written extensively on slavery from a Marxist perspective, "I think he's pressed that side to the point of obscuring the centrality of economic exploitation to slavery in gener-

People who work on slavery feel indebted to him." for raising big questions, Mr. Genovese concludes, but they don't always agree with Mr. Patterson's inter-

Other scholars object to Mr. Patterson's critique of recent scholarship on American slave culture.

One such critic is V. P. Franklin, a sociology professor at Drexel University and author of the 1984 book, Black Self-Determination: A Cultural History of the Faces of the Fathers.

In a review of Mr. Genovese's 1974 book, Roll, Jordan, Roll: The World the Slaves Made, which celebrated the contributions of slave society to modern black American culture, Mr. Patterson argued that simply surviving slavery, without actively carrying out concerted revolts, hardly merited the respect of one's descen-

Mr. Franklin says Mr. Patterson overlooked the evidence of a vital black culture and kinship system during slavery.

He also argues that Mr. Patterson unfairly applies to American slaves the standards drawn from Jamaican history, in which slaves so vastly outnumbered masters that frequent armed revolts were possible.

Other scholars, like Douglas S. Massey. a sociology professor at the University of Chicago who studies racial segregation, argue that Mr. Patterson's Jamaican upbringing is a plus: It enables him, Mr. Massey says, to approach questions of slavery and race relations free of much of the intellectual baggage of American-born schol-Patterson drew on in writing about slavery. Patterson is descended from slaves allows him to speak with authority about racial oppression, Mr. Massey says.

### Major Intellectual Contribution

Whatever the merits of the opposing arguments about slave society, many scholars say that Mr. Patterson has made a fundamental intellectual contribution.

Before Mr. Patterson's work, says George M. Fredrickson, a history professor at Stanford University who has compared slavery in South Africa and the United States, slavery was conceived of "primarily as a labor system, with a racial Continued on Page A12

### New Studies Reveal Aging Process Can Be Slowed

Scientists succeed in nearly doubling life spans of worms and fruit flies; extension to humans 'not deeply problematic'

#### By KIM A. McDONALD

Ever since Juan Ponce de León searched in vain for the legendary fountain of youth, the idea of eternal life has remained a funciful dream, best reserved for storybooks and science fic-

But recent studies on fruit flies and roundworms have shown scientists that while organisms can't be made immortal, they can be genetically manipulated to live nearly twice as long as their normal life spans.

Said Michael R. Rose: "Contrary to the point of view which prevailed among biologists in 1970 and earlier, that aging is a deep, dark mystery that we will never really make sense of and. therefore, we just have to accept, aging is something that we can manipulate, something we can analyze, and something that we can understand."

#### 'It's Been Relatively Easy'

Mr. Rose is a professor of ecology and evolutionary biology at the University of California at Irvine. Through selective breeding, he has developed strains of fruit flies that live more than 80 per cent longer than their average 44day life span.

He and other researchers met here at

irvine's Michael R Rose: "There is nothing deeply problematic abou

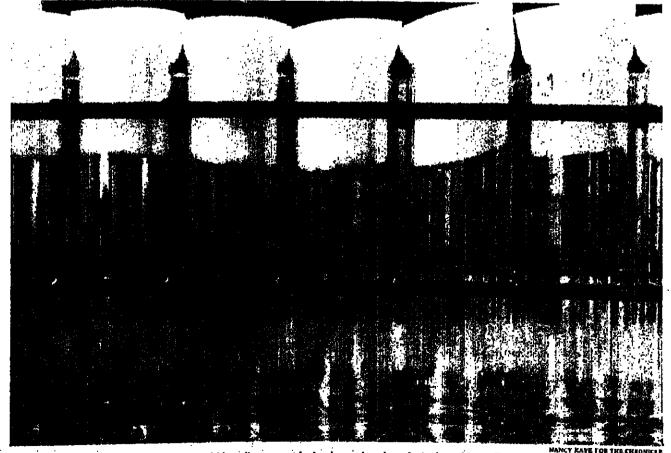
the annual meeting of the American Association for the Advancement of Science to discuss the implications of their

"From an evolutionary-biology perspective, there is nothing fundamental about the biochemistry of life which prevents aging from being postponed," Mr. Rose said. "It's been relatively easy to create organisms that have substantially postponed aging in the laboratory. So, in terms of the basic science, I think the answer is already in: There is

nothing deeply problematic about doubling the human life span,"

His own efforts have led him and his colleagues at Irvine over the past 12 years to breed flies that live the human equivalent of 150 years. In studies of those flies, Mr. Rose said he had identified a specific genetic trait that may be responsible for the capacity for longer

In the longer-lived flies, he said, that trait is the ability to produce copious Continued on Following Page



Through selective breeding. Mr. Rose and his colleagues at Irvine have developed strains of fruit files that live more than 80 per cent longer than their average 44-day life span—the human equivalent of 150 years.





would accumulate quickly after

Role of Hormones in Humans

The relationship between fertil-

evidence is particularly clear for

breast cancer, which is the result of

cumulative exposure to the female

the greater her probability of get-

ting breast cancer," he added.

"The later a female quits reproduc-

ing, the greater her chance of get-

Severely restricting an organ-

"The problem is coming

up with the tools to

postpone the aging

of human beings.

That's where all

the struggle is."

"The earlier a female matures,

hormone estrogen.

ting breast cancer."

# Researchers Genetically Manipulate Aging Process

Continued From Preceding Page amounts of an enzyme, superoxide dismutase, that is capable of neutralizing highly reactive and damaging compounds called "free radicals" that are produced in oxygen to Mr. Rose's conclusions, James metabolism. Such free radicals are known to destroy deoxyribonucleic acid, or DNA, the primary genetic material of most living things, and to disrupt normal cell processes.

#### 70% Increase in Life Span

In a related study, Thomas E. Johnson, a molecular geneticist at the University of Colorado at Boulder, and colleugues at Boulder's Institute for Behavioral Genetics found in studies with a roundworm, Caenorhabditis elegans, that by chemically manipulating a single gene, they could increase the nematode's three-week life span by 70 per cent.

"One of the things that surprised me the most in my own research was that single genes could have such a profound effect," he said. "I actually delayed publishing the first paper on this for seven years. while we were replicating the primary observations," he added, because the discovery was so startling. "It could have very substantial implications. It certainly has lived longer than small animals, profound philosophical implications."

Mr. Johnson said organisms without the particular gene not only live much longer but appear healthier, more vigorous, and resistant to applications of paraquat. a herbicide known to generate large quantities of free radicals.

"One of the ways in which this

body's defense system to free radicals," he added.

In a study that supports that contention and gives further credence E. Fleming of the Linus Pauling Institute of Science and Medicine in Palo Alto, Cal., reported that he had been able to extend the life of fruit flies in his laboratory by injecting into fly embryos genes that lead to the production of superoxide dismutase.

"I think that between the three of us and some other research with rodents, there is a lot of support developing for the importance of free radicals in aging," said Mr. Rose, "This is interesting, because most molecular theories of aging have not fared well over the last 30

#### Theory Put Forth in 1908

The idea that oxygen metabolism and the damaging products it produces could be responsible for aging has its roots in the metabolic rate-of-living theory put forth in 1908 by Max Rubner, a German bi-Rubner noticed that large ani-

mals, such as elephants, not only such as mice, but had much lower rates of metabolism. He speculated that all animals had a fixed level of energy expenditure over their lifetimes. That seemed to explain why organisms with high rates of metubolism, such as shrews, were short-lived, while those with much lower rates lived longer.

ing clearly make sense to evolutionary theory and evolutionary biology." he said. To evolutionary biologists, aging

is the result of an accumulation of deleterious genetic traits that predispose organisms to die after they reproduce. As an organism ages, according to this view, an increasing number of deleterious genes appear because the force of natural selection-the evolutionary force that improves the genetic fitness of

The concept is best illustrated

with an example. If a genetic defect

that kills an individual at an early

age were to appear in a population.

that gene would eventually be

that individuals who carry it

wouldn't live long enough to repro-

would spread quickly. Not only

gene, but the defect--which would

"Natural selection doesn't care about you, the

organism; it cares about the net reproduction

of the genes, at whatever cost to you.'

worker bees will live about 35 days a population—declines after an orin the summer, compared with ganism reaches reproductive age. eight months in the winter.

mals, showing that lowering the

temperature of an organism's envi-

ronment, which decreases its met-

abolic rate, leads to a dramatic

lengthening of its life span. For ex-

ample, a housefly will typically live

only three weeks in the summer,

but can survive for as long as six

months in the winter. Similarly,

Biologists have found, however, that not all animals follow this general pattern. Marsupials, such as kangaroos and opossums, have metabolic rates that are 70 to 80 per cent of that of placental mammals, yet have shorter life spans, said Steven N. Austad, a professor of organismic and evolutionary biology at Hurvard Univer-

Bats also fail to follow the rateof-living argument: They live about as long as comparatively sized birds, Mr. Austad said-but because they are mammals, their rates of metabolism are significant-

Mr. Austad, who has studied broad patterns of aging in mammals, said evolutionary theory offered a broader explanation for aging that could account for the Rubner's theory gained cre- differences in bats and marsudence from experiments with in-pials. "Patterns of mammalian ag- explained Mr. Rose. He said the

males of Australian marsupia mice, which die soon after sexul maturation, and Pacific salmon, which die soon after spawning, at dramatic examples of this price.

Conversely, by delaying the time to sexual maturity within a ponds tion, researchers have discovered that they can actually lengthen a organism's life span.

his long-lived fruit flies by breed ing, over hundreds of generations only those that reached sexual me turity late in life.

He also discovered that the lone lived flies were much more resident tant than normal fruit flies to suvation and an extremely dry emironment. By breeding fruit his specifically for those two traits Mr. Rose said he had been able to create another group of flies that lived much longer than normal.

wiped out for the simple reason duce. But a gene that proves to be deleterious later in life and allows an individual to have a greaterthan-normal number of offspring would more offspring carry that

Mr. Austad suspects that t

tific advisory committee and the and tent platforms will be build

#### or another age-related disease later in life-would have little effect on that individual's reproduction.

"Natural selection doesn't care about you, the organism; it cares about the net reproduction of the genes, at whatever cost to you,"

sexual maturation, because these marsupials are unlikely to reproduce many times. In contrast, bats may live much longer than predicted by the rate-of-living theory, Mr. Austad said, because they have so few predators.

Mr. Rose, for example, created

Mr. Johnson of Colorado found, have 80 per cent fewer offspring than the normal roundworms. Mr. Austad said a similar relationship involving reproductive hormones exists in humans. "Almost 40 per cent of all cancer cases in human females are caused by or influenced by the hormones of reproduction," he said. "The

#### Opossums Studied in Georgia

According to evolutionary the ory, organisms that are less so cessful at producing offspring should also live longer than thee that are more successful, since the less-successful breeders would have to reproduce longer to poduce an equivalent number of of

Indeed, Mr. Austad of Harvas found that to be the case in his genetically isolated populations be programmed to develop cancer opossums in Georgia with differen rates of aging. The longer-live opossoms, which live on an island are subject to fewer predator have smaller litters, and are more likely to be infertile than b shorter-lived opossums that lives the mainland.

ism's caloric intake, which delays sexual maturation in both fruit flies and roundworms, has also been found by Mr. Rose and Mr. Johnson in their experiments to increase longevity. "The effect is additive," Mr. Johnson said, so that the combined effect of genetic munipulation and diet restriction "is greater than either one alone."

#### Application to Human Aging

Mr. Johnson and Mr. Rose said hey believed that much of the information about genes and aging that is being uncovered in animal studies would be directly applicable to human longevity.

"The problem is coming up with the tools to postpone the aging of human beings," said Mr. Rose. "That's where all the struggle is. However, I think that is only a technological issue, and that the advances in modern biology will

Even if people decide against living far beyond their normal life spans, genetic manipulation of genes that control aging could enable them to remain healthier and more vigorous in their later years.

Mr. Rose said the strain of fruit flies he produced not only lived longer than normal fruit flies, but also showed less signs of agingsuch as diminishing activity—as they grew older. The same effect was observed in Mr. Johnson's roundworm studies.

"I don't think we'd be producing nvalids," said Mr. Johnson of ex-

opossums to predators may be a tending the lives of humans, "We contributing factor in why they age would be producing people who so quickly. Deleterious genes would remain healthier longer."

Such an application may stimulate increased interest in the question of why and how organisms age, a subject that, researchers in the field say, is one of the central issues in modern biology, yet has received relatively little attention.

"Obviously, aging is something in which a lot of quackery has been going on for a very, very long time, at least throughout recorded huity and aging is also evident in the man history," said Mr. Rose. longer-lived roundworms, which, "That makes anyone who works on aging sort of embarrassed. On the other hand, we wouldn't be arguing for the value of this work unless we thought, in the end, it would have some beneficial im-

Researchers Find Few Strains of AIDS

Mothers infected by the AIDS vi- and other institutions, studied the rus pass on only a few versions of it strains of the AIDS virus that were to their infants, researchers have

The narrower variety of viruses in infants could help scientists develop vaccines and therapies nimed at preventing mother-tochild transmission of the disease. the researchers say in a report in the February 28 issue of Science.

Steven M. Wolinsky, an assistant professor of medicine at the ■ Northwestern University medical

in Infants Infected With the Virus CHICAGO school, with colleagues from there integrated in the genetic material of three infected mothers and their

newborn infants. Because the genes of the AIDS virus become integrated into human DNA, or deoxyribonucleic acid, the viral genes can be found in the midst of human genes.

In studying genetic material from the mothers and their infants, the scientists found that the AIDS viruses that were passed on to children were missing a feature that

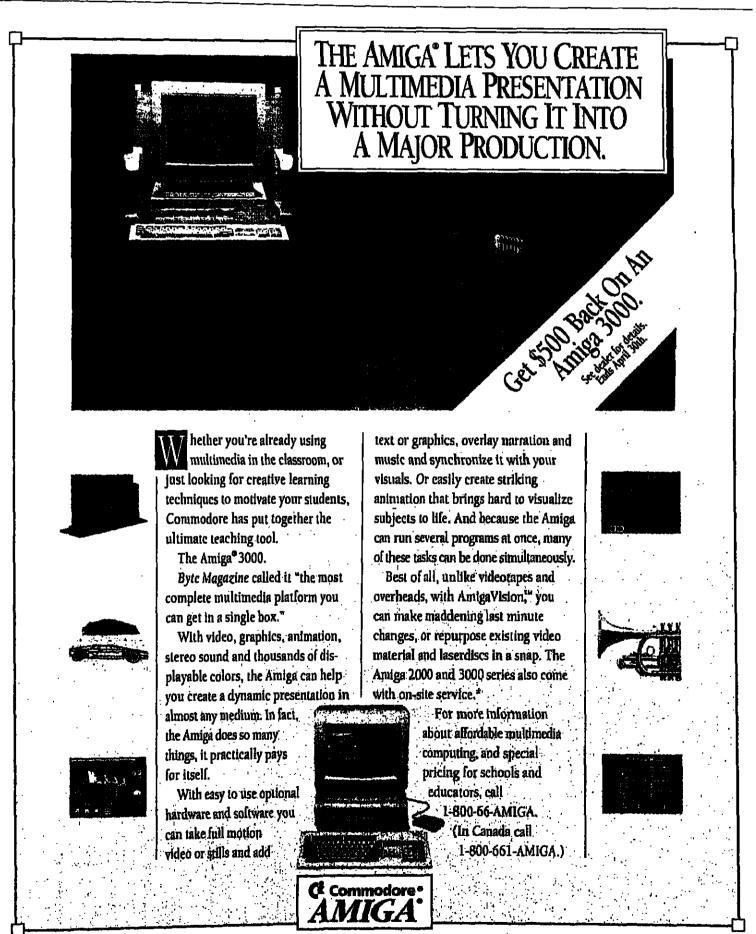
mother-a binding site on the surface of the virus. Its absence, the scientists said, might help some viruses to evade the mother's mmune system and infect the fe-

#### Changes During Infection

The researchers also found that the infants had fewer viral strains than their mothers. Scientists believe the AIDS virus changes during infection in response to attacks by the immune system. Those who may have been infected by only one strain of the virus may have several strains in their body by the time they develop ards.

About 13 to 30 per cent of infants born to mothers infected with the AIDS virus also become infected.

-- DAVID L. WHEELER



#### Princeton U. Announces Plans for Wildlife-Research Center in Kenya; Venture to Include 4 Parlners By DAVID L. WHEELER tutions, but that he regarded such official reserves, researchers (like trust would hire a scientific difference)

Princeton University announced last week that it had established. with four partners, a wildlife research center in Kenya on a 48,500acre cattle ranch owned by an

The unfenced ranch is home to elephants, lions, leopards, baboons, vervet monkeys, zebras, buffalos, gazelles, giraffes, and many other animals. The ranch straddles an important animal-migration route on the Laikipia plateau between other ranches and wilderness in western Kenya, re-

place," said George L. Small, a re- doctorate in ecology and evolutired businessman who owns the tionary biology at Princeton, said land. Mr. Small, who graduated from Princeton in 1943, has made serves are an important source of the land available for use to the newly created Mpala Wildlife Re- ever, that few Kenyans are trained search Trust, which will own the in wildlife management. "We have land upon his death. The creation of the trust was announced at a he said, news conference at the Kenyan Embassy here,

Joining Princeton in setting up the trust are the Kenyan Wildlife Services, the National Museums of Kenya, the Smithsonian Institu- scientists in developed countries," tion, and the Mpala Wildlife Foun- he said. dation, which is run by Mr. Small.

A central goal of the research conducted on the ranch, the trust's

WASHINGTON lowing cattle ranching to continue. "We are very keen to introduce

science to wildlife management. said Richard E. Lenkey, the director of the Kenyan Wildlife Services and an expert on the evolution of

#### **Faculty Supervision**

The trust's American partners have agreed to make sure that Kenyan students will be able to do research under faculty supervision at the ranch and will receive scholarships to study at American institu-

Philip Muruthi, a Kenyan stu-"I really want to perpetuate the dent who is already working on his income for Kenya. He said, howa garden but we aren't tending it,"

Howard Ende, Princeton's gen-

Mr. Leakey said more Kenyan students should be able to visit American research institutions. "Too many young Kenyan scientists don't have access to the top

eral counsel, said that no specific

plans had been made yet for new

scholarships as the most important focus for future fund raising.

Scientists who have worked in ernment's wildlife refuges. In the

tourists) must usually stay in their tor. Proposals for research on # vehicles. In addition, they cannot land, he added, will have to be ! Kenya said that the new reserve ment of the animals by putting would free them from some of the large radio collars on them or by trust's board. A small laboration restrictions they face on the gov- creeting fenced enclosures.

interfere with the tourists' enjoy- viewed and approved by a sod

Princeton's Mr. Ende said the the trust's first year.



founders say, will be to learn how scholarships for Kenyans to visit The unfenced, 48,500-scre cattle ranch in Kenya that has been made available p sustain the wildlife populations Princeton or other American insti- by a Princeton U. alumnus is home to giraffes and many other animals.

nodore-Amiga dealer. Produces available on GSA achedule GS 00K-91-AGS-5069. Red Lotus art produced on Videoscope 1-D, courtesy of Aegis variable on systems purchased to the U.S. through an author

BOOKS

Shows of Force:

in Art Exhibitions

By Timothy W. Luke

\$15.95 paperback)

(Duke University Press,

Power, Politics and Ideology

258 pages, \$37.95 hardcover,

### Harvard Scholar Relishes Role as a Maverick

Continued From Page A9 aspect to it, and it was seen as limited to the modern world."

Yale's Mr. Davis says of Mr. Patterson: "He was one of the first scholars in a very, very long time to look at slavery as a global institution," not limited to just a form of economic exploitation.

#### 'Lesser Loyalties'

Recent events have conspired to make one of Mr. Patterson's earliest books, Ethnic Chauvinism, seem as timely today, and perhaps as controversial, as when it was written, in 1977.

When ethnic movements, including the black-power movement, were at their peak in the late 1960's and early 1970's, Mr. Patterson's book derided them for celebrating a "tyranny of the lesser loyalties" that prevented all minorities from organizing around common economic interests.

"That was a very important

If sociologists have falled to pursue his ideas, "the problem is sociology, not Patterson, American

sociologists are just not

#### very intellectual."

book," says William Julius Wilson, a sociology professor at the University of Chicago, "I agreed with the basic thesis, the need to move away from particularism. But it's unpopular among particularistic black-studies scholars."

Mr. Patterson says he has recently received letters asking him to republish the book. Once again, he says, ethnicity is being celebrated, and is helping to tear apart nations; once again, people are debating the merits of particularism, in such areas as curricula and welfare programs.

"I never would have thought in 1977 that 15 years later the same issues would still be debated," Mr. Patterson says.

#### 3 Elements of Freedom

As does his carlier work, Mr. Patterson's latest book, Freedom, defles conventional thinking.

One of its major premises is that freedom contains three separate elements-personal freedom, civic freedom, and "sovereignal freedom"-and that each has played a and historical periods.

By conceptualizing freedom in this tripartite fashion, Mr. Patterson can make the argument that freedom as a value has historical continuity.

Mr. Patterson admits that philosophers think his concept of slavery is "crazy." But, he says, "I can't do anything about it. The evidence

Perhaps as troubling for American's, who prize individual pursuit of fulfillment, is the idea that freedont can mean power over oth-

ers-and that medieval barons, who argued for the right to send serfs to the gallows, were arguing about freedom as much as was Thomas Jefferson.

"Some people just refuse to accept the notion." Mr. Patterson ad-

In Freedom, Mr. Patterson also answers feminist critics of his earlier work on slavery. In that work. Mr. Patterson argued that slaves. no matter what their actions, could never have "honor"—because honor, to Mr. Patterson, meant. personal autonomy. Some feminist scholars accused Mr. Patterson of having a male-biased notion of

The fiction of Harriet Bee-

cher Stowe evolved out of an

antebellum American tradi-

tion of "parlor literature,"

says a women's-studies scholar

at Trinity College in Connecticut.

that woman artists of the 19th

century and before are often un-

der-appreciated because they are

judged according to categories

that did not obtain in earlier peri-

ods, Joan D. Hedrick notes in the

Such is the case with Stowe,

Ms. Hedrick says. Despite the

enormous success and influence

of Uncle Tom's Cabin, many con-

sider that and the rest of Stowe's

fiction sentimental and not very

good by today's standards. But

Ms. Hedrick argues that, in fact,

Stowe broke new ground by

drawing on a tradition-which

Ms. Hedrick calls "parlor litera-

ture"-that was popular in the

United States before literary cre-

Before the Civil War, Ms. Hed-

rick notes, the social center of the

middle-class American home was

the parlor. One key activity that

took place there was the reading

literary works written for the oc-

Also popular in antebellum

America, Ms. Hedrick notes,

were amateur literary societies in

which members gathered to read

to each other stories, poems, or

other works they had written.

The societies represented a for-

malized version of what often oc-

curred more casually in Ameri-

When she was a young adult.

Stowe belonged to such a group,

known as the Semi-Colon Club.

wealth of domestic detail with

which she was familiar from the

lor, and which carried over into

her published work, which began

A team of biomedical re-

searchers has found a connec-

tion between skill with lan-

guage and the size of a specific

In the February issue of Be-

to appear in the 1830's

part of the brain.

can pariors.

aloud of letters or of "domestic"

casion by a family member.

ation became professionalized.

winter issue of Signs.

Feminist scholars have argued

deepest concerns-and came to first heard about Mr. Patterson's a crucial role in spurring the formube another book by a sociologist" nersonal freedom.

The Role of Trojan Women

men gained awareness of the spe-proach to analyzing Greek plays. cial value of personal freedom at

mes reflected their society's en in antiquity, says that when she In the preface to *Freedom*. Mr.

the conclusion that women played book, "I thought, Oh no, it would lation of the first conceptions of stepping beyond his expertise. Now Ms. Lefkowitz says that the book presents an admirably nuanced analysis of antiquity that will In Mr. Patterson's view, Greek provide classicists with a fresh ap-

Mr. Putterson says he plans to past." the prodding of Trojan women, follow up on the feminist aspects of whom the Greeks had made cap- freedom in the next volume. tives of war. The impact of their Through interviews, he says he has complaints about their plight is re- indeed discovered that women's flected in plays written by Euripi- notions of freedom differ fundades and Sophocles, Mr. Patterson mentally from those of men. Many women, he says, view motherhood Mary Lefkowitz, a professor in not as a constraint on their freethe humanities at Wellesley Col-dom, but as an enhancement of it, lege who is considered one of the because "they have made the lyzed Greek tragedies-whose leading experts on the role of wom- choice to be obligated" to others.

of dissecting the significance of slavery in the West.

"I had gone in search of a mankilling wolf called slavery; to my dismay, I kept finding the tracks of a lamb called freedom. Was I to believe that slavery was a lambin wolf's clothing? Not with m

The argument, Mr. Patterson's colleagues say, reflects a trage sensibility that distinguishes all a his work.

"He's much too sophisticated to say the poor have set you free," says Mr. Sennett of NYU, But & ndds, what Mr. Putterson doe seem to argue is that "it's out of the work of struggling out of servinde that freedom appears in society. And that is very radical."

#### RESEARCH NOTES

- Stowe's work derived from 'parlor literature'
- Language skill linked to size of brain part
- Economic level key to student math scores



Harriet Beecher Stowe, seen here in an engraving, broke new ground by drawing on "parior literature," a scholar says,

Hines, an assistant professor of psychiatry and biobehavioral sciences at the University of California at Los Angeles, and four of her colleagues there report that Much of what she wrote for that women with the greatest verbal group, Ms. Hedrick says, dis- fluency have the largest splenplays the same intimate voice and iums.

The splenium is in the corpus callosum, the structure across and lowest on left-hemisphere readings in her own family's par- which the brain's left and right

hemispheres communicate. in the study, 28 healthy adult women completed a series of -ELLEN K. COUGHLIN tests measuring their verbal flu- ium. None of the traits showed ency and ability to visualize objects. In the past, scientists had studied people with brain lesions to discern the functions of specif-

object's mirror image from a series of drawings.

The researchers compared the test results with images taken with a magnetic-resonance scanner, which provides pictures of the brain's structure.

They found that women who scored highest on verbal fluency dominance for verbal skills had the largest spleniums. Visual-spatialization ability showed no relationship to the size of the splener parts of the corpus callosum,

the researchers reported. They plan to conduct a similar study with men, who often show, math scores at the end of the sum. The women were asked, for ex- on average, better visual skills ample, to provide synonyms for a and poorer verbal skills, than ally work, the scholars say, sime word, to list words starting with women. But the researchers nothavioral Neuroscience, Melissa the same letter, or to select an ed that even more variation in

such skills exists among individuals within each gender. -CHRIS RAYMOND

For poor children, every summer recess represents a loss in mathematics achievement, while every winter in school represents a gain, report two sociologists in the Febmany issue of the American Sociological Review.

In fact, they say, economic factors overshadow school or family characteristics in explaining the difference in mathematics achievement between black and white children.

Doris R. Entwisle and Karl L. Alexander, both professors of sociology at the Johns Hopkins University, reached their conclusions after following, for two years, a sample of 790 children starting first grade. They drew the sample at random from 20 schools in Baltimore.

The schools included some that were racially integrated and some that were nearly all black or all white. The children came from families with either a single parent or two parents, with a range of incomes and of years of educa-

The researchers used statistical methods to determine which factor or factors best accounted for the children's scores on a mathematics-achievement test given twice a year. They found that over the two-year period, white children in segregated schools, on average, gained the most on the test-93.4 points-while black children in segregated schools gained the least, 79.3

Any race-based differences in math scores disappeared when the researchers took family ecottus into account: Poor children of both races showed a loss, on average, of 5 points on the math test each summer, and a guin of 41 to 48 points by the end of the following school term.

One reason that summertime school programs for poor children had been judged a failure. the scholars say, is because they led to no measurable increase in mer. But the programs may achi-

In his "day job," as he calls it, the author is a professor of political science at the Virginia Polytechnic Institute and State University. In his other role, as an art critic, Mr. Luke covers the same terrain: political analysis.

The author takes as his premise that any artist "has limited control over the content of his or her art. It is its reception that ultimately determines its content."

Therefore, Mr. Luke continues. "any viewer's understanding of this content's meaning largely is generated within the social context of the museum."

With that in mind, Mr. Luke draws on the insights of critical theory to examine the local, national, and even international political context surrounding exhibitions of artists such as George Calch Bingham, Robert Longo, Frederic Remington, and Georgia O'Keeffe.

Mr. Luke also critiques the political rhetoric of exhibitions of art of the American West, of Japan's Daimyo period, of Hispanic artists, and of America's 50's and 60's.

Mr. Luke argues that the Japanese exhibit's representation of feudal Japan as "basically quaint and non-threatening" helped to dampen resentment of Japan's increasing economic and cultural clout during the 1980's.

Of Georgia O'Keeffe's paint ings, Mr. Luke says that they "can be regarded as rugged billboards for a million dreams."

"Lacking obvious use-value, the empty vistas and desert lands of the American Southwest acquired incredible sign-value in the mysterious visions" of O'Keeffe's painting, says Mr. Luke. Those mysterious visions helped to energize the region's nascent economic development by pulling people into the area. However, concludes Mr. Luke, their numbers "destroy[ed] the natural attributes that first enticed them,"

Age of Propaganda ∄y Anthony R. Pratkanis ind Elliot Aronson

(W. H. Freeman and Company, 299 pages, \$22.95 hardcover,

As a child in the 1940's, recalls Mr. Aronson, a professor of psychology at the University of California at Santa Cruz, he believed without question what his government told him: that "the Germans were evil and that all Japanese were sneaky and treacherous."

in contrast, Mr. Pratkanis, an associate professor of psychology at Santa Cruz, recalls that when he was a child, he spent his time watching the Vietnam war on television, "learning all the while that

Politics in Art Exhibitions; Age of Propaganda; Studies of Housework politicians only lie when their lips propaganda's forms and psycho- housework and caring for others, move."

> The authors, who between them people can counteract its effects. have 45 years' experience studying persuasion, say that their book seeks a middle ground between "naïve acceptance" and "total

Using such examples as the infamous Willie Horton ad broadcast during George Bush's Presidential campaign, journalists' focus on Imelda Marcos's shoes, mailings for sweepstakes prizes, and Mr. Bush's portrayal of Saddam Hussein as Hitler, the authors dissect

Feeding the Family: The Social Organization of Caring as Gendered Work By Mariorie L. DeVauit

(University of Chicago Press,

270 pages, \$24,95)

Feminist scholars have paid increasing attention to two subjects closely associated with women-

logical dynamics, and discuss how notes the author, an assistant professor of sociology and women's studies at Syracuse University.

But that scholarship is incomnlete, Ms. DeVault argues. Studies of housework have produced lists of the general tasks that women carry out in the home, such as preparing meals or doing laundry, but haven't examined the emotional elements underlying the tasks. Similarly, Ms. DeVault says, studies of caring have argued that women do housework either because it benefits "capitalism and male workers"

or because women, by nature, are more caring than men. Ms. DeVault, instead, argues

that social organizations, rather than women's inherent character, shape the idea that women should do "caring work." Rather than seeing such work as being imposed by men. Ms. DeVault is concerned with illuminating "the complex way that women are themselves drawn into participating in prevailing relations of inequality," namely, taking on the primary responsibility for feeding the family.

Ms. DeVault relies on extensive interviews with women (and, in three cases, men) responsible for feeding family members, bringing attention to the mentally and emotionally complex effort involved in





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#### National Academy of Engineering Elects 86

WASHINGTON The National Academy of Engineering has elected 79 new members and 7 new foreign associates.

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Stanley Backer, professor emeritus of mechanical engineering. Massachusetts In-stitute of Technology. Peter Beardmore, manager of the materi-

als-science department, Pord Motor Company (Dearborn, Mich.). Ted B. Belytschke, professor of mechanical and civil engineering, Northwestern U.

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Peter R. Bridenbaugh, executive vice-president for science, technology, engineering, environment, health, and safety, Aluminum Company of America (Alco Alan C. Brown, director of engineering, Lockheed Curporation (Calabasas, Cal.).

William M. Brown, president, Environmental Research Institute of Michigan (Ann Arbor, Mich.).

Richard Conway, professor of computer science and information systems, Cornell

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Lance A. Davis, vice-president for research and development. Allied-Signal Inc. (Morristown, N.J.).

Staven D. Dorfman, vice-president and group president for space and commun cations, Hughes Aircraft Company (Los

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David A. Duke, vice-chairman for technology, Corning Inc. (Corning, N.Y.). Frederio F. Ehrloh, staff engineer, QE Aircraft Engines Company (Lynn, Mass.). Armand V. Felgenbaum, president and chief executive officer, Genoral Systems Company (Pittsfield, Mass.).

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o, William Gear, vice-president for com-puter-science research, NEC Research In-stitute Inc. (Princeton, N.I.). Thomas G. Gisliorenzi, superintend the optical-science division, Naval Research Laboratory (Washington).

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Sevenon inebs, president and chief executive officer, Panue Lid. (Japan).

Anna M. Merabini, director of the Institute for Mineral Processing, National Research Council of Italy.

Marbeit R. Morganstam, professor of civil

Building Capitalism: Historical Change and the Labour Process in the Production of the Built Environment, by Linda Clarke (Routledge; 320 pages; \$97.50 hardcover, \$32.50 paperback). Uses London's development from the mid-1700's to the early 1800's to show how changes in the built environment reflect the expansion of wase labor and other aspects of the shift toward industrial capitalism. Dynamic Models for the Inter-relations of Real and Floancial Growth, by H. Ekstedt and L. Wostberg (Routledge: 256 pages; \$139). stedt and L. Westbers (Kousious), pages; \$19).
The Real Economy of Zaire: The Contributions of Sangging and Other Unofficial Activities to the Nicional Wealth, by Janet MacGaffey and others (University of the MacGaffey and others).

#### **NEW SCHOLARLY BOOKS**

hardcover, \$19.95 panerback). Armies Compiled by NINA C. AYOUB that economic analyses of Zuire, and by extension other countries, are incomplete The following list has been comwithout an understanding of the role of piled from information provided by the underground economy; presents data from the capital, Klushasa, and three borthe publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer dis-

counts to scholars and to people

Agricultural Policies in Developing Coun-tries, by Frank Ellis (Cambridge Univer-

sity Press; 364 pages; \$69.95 hardcover \$29.95 paperback). Discusses irrigation

and other policy issues related to agricul

The Savage Within: The Social History of British Anthropology, 1886-1946, by Henrika Kuklick (Cambridge University

Press; 320 pages; \$44.95). Shows how

British anthropologists' accounts of for-eign cultures can be read as social com-

Life and Death in the Ancient City of Teoti-

huacan: A Modern Paleodemographic Synthesis, by Rebecen Storey (Universi-

Uses skeletal remains and other paleobic

logical and archaeological data to develop

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icun city of Teotihuncan (circa 150 B.C.-

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At the University of California at Berkeley, two professors decided to take their intellectual disputes into the classroom and teach a course together. But the way things are going, it won't happen again.

Vincent Sarich, a physical anthropologist, is team-teaching a course called "Current Issues in Anthropological Thought" with Nancy Scheper-Hughes, a medical anthropologist. It is a required course for anthropology majors and is usually taught by two professors.

approach, arguing that crime, intelligence, and other human factors. In 1990-91, protesters they considered his views to be racist and objected to his stance against affirmative-action admissions at Berkeley.

Meanwhile, Ms. Scheper-Hughes, who characterizes many of Mr. Sarich's ideas as "repugnant," sees social and environmental factors as more important in

shaping human behavior. "It would be hard to pick two people who disagreed more than the two of us," Mr. Sarich says.

Both scholars attend every class, They say they agreed from the

With hulf of the semester still ahead, Mr. Sarich says his partner is "entirely too prone to ad hominem arguments instend of issues arguments." And Ms. Scheper-Hughes says he often fails to provide reliable evidence to support his statements. Each says the other is

Both professors say they don't plan to repent the experience. He says it hasn't been productive for the students. And she says, with a laugh: "If we can emerge without a

A month ago, the chairman of the Lees College governing board blamed professors for turmoil at the two-year Kentucky institution. "They are unable to work for a gentleman," J. Phil Smith said, referring to the president, William B. Bradshaw.

big concern last week when college officials barred an investigator from campus. An investigating team was into faculty concerns about escorted out by security and one of

Susan Herald, a spokeswoman for Lees, says Mr. DeMarcus had acknowledged earlier that a campus meeting with professors would be inappropriate. "Dr. DeMarcus was reminded of his commitment. When he came on campus, he was asked to leave," she says. Professors met

# 

Mr. Sarich takes an evolutionary behaviors are influenced by genetic disrupted Mr. Sarich's class because

but usually lecture on separate days. beginning not to interrupt each other.

too fied to his or her own theories.

fistfight in class, it'll be a success."

But gentility didn't seem to be a the American Association of University Professors from the academic freedom at the Presbyterian-affiliated college. John P. DeMarcus, a professor at Northern Kentucky University who led the inquiry, says he was the college's administrators.

with the AAUP at an off-cumpus site.

# **Personal & Professional**

### Stanford Said to Ask Physician to Quit Neurosurgery Post

Acting chairman a focus of charge that the department is sexist

A Stanford University neurosurgeon who was accused of sexism by a prominent female physician told colleagues last week that he had been asked to quit his job as acting chairman of his department and told that he would not be considered for the permanent job.

Stanford officials, however, said no final decision had been made in the case of Gerald Silverberg, the acting chairman. The officials said that Stanford was still negotiating with Dr. Silverberg and his lawyer. Neither the doctor nor his lawyer could be

Dr. Silverberg's comments, made to other medical-school professors, followed a meeting with the school's dean, David Korn, and the university's president, Donald Kennedy. The three discussed the findings of a committee set up in September to investigate allegations made by Frances K.

#### Resignation Rescinded

In June, Dr. Conley, a neurosurgeon at the medical school, announced that she was resigning to protest what she said was the school's hostile environment toward women and its decision to appoint Dr. Silverberg as chairman of the neurosurgery department instead of conducting a national search. She contended that Dr. Silverberg's leadership would foster further sexism and sexual harassment.

Dr. Conley rescinded her resignation in September on the condition that the university address her complaints.

Dr. Silverberg told The New York Times last month that the investigating committee's confidential report detailed only "minor insensitivities" on his part. Some physiciuns at the university speculated that Stanford, still reeling from the scandal over its mishandling of indirect-research charges billed to the federal government, was removing Dr. Silverberg from the department chairmanship simply to end the latest controversy.

"I think Stanford at this point is so desperate to avoid further bad publicity that they would regard a sucrificial victim as a Continued on Following Page

#### **'LIVING ARTIFACTS'**

Students Construct Kayaks to Learn About Native Cultures of the Arctic



A student at Sheldon Jackson College in Alaska lashes an arched wooden beam to the gunwales of his partially constructed kayak.

Instead of learning about native Arctic cultures through textbooks and lectures, students at Sheldon Jackson College here learn by building kayaks.

In a new three-credit course called "Culture of the Kayak," two professors are teaching students how to build kayaks using the traditional techniques of the Inuit Eskimos of Greenland, After spending long hours sanding wood. carving pegs, and sewing canvas, students leave the course with kayaks they have built themselves. More important, say the professors, they leave having learned about Inuit culture.

"The main objective of the course is Continued on Page A19

### Colleges Expand Efforts to Help Teaching Assistants Learn to Teach

By KATHERINE S. MANGAN

Under pressure to improve undergraduate teaching and prepare a new generation of faculty members, colleges and universities nationwide are strengthening their training programs for teaching assistants. Not only are more institutions offering

such training, but they are extending it far beyond the one-day orientation sessions that, until recently, provided the only formal training many TA's ever received.

On an increasing number of campuses, TA's can enroll—and in some cases are required to enroll-in semester-long courses that teach them how to become more effec-

tive instructors. In addition, new teaching assistants are much more likely than before to be videotaped, assessed, and generally encouraged to take their teaching as seriously as their research.

#### 'A Surge of Interest'

"There's no question, there's been a surge of interest in TA training at institutions of all sizes," says Marilla D. Svinicki, director of the Center for Teaching Effectiveness at the University of Texas at Austin. The center helps coordinate training programs in each department and offers a summer seminar for facul-

ty members who instruct teaching assis-

"It's really hard to be interested in undergraduate education and not be interested in training TA's, since they play such a major role," Ms. Svinicki adds.

While participation in training programs remains voluntary on many campuses. more and more institutions are making them mandatory, national experts say. Some leave that decision up to the heads of each academic department.

At some large research universities, as many as one-third of all undergraduate Continued on Following Page





and the graduate students decided

to get together to develop a cam-

pus-wide program ourselves," she

"Graduate students are becom-

ing more and more aware of their

status as employees as well as su-

dents," said Ms. Glover, who is

now pursuing a doctorate at Ameri-

Disciplinary 'Clusters' Used

The voluntary program has since

grown to a three-day, pre-semester

orientation session run by the grad-

unte students themselves, lan-

guage screening for foreign TA'sis

The most effective efforts, many

observers conclude, have a cen-

tralized program that complements

rather than replaces department-

Over the past few years, the Uni-

versity of California at Riverside

has developed a compromise plan

that trains teaching assistants in

disciplinary "clusters," such as

foreign languages or laboratory si-

ences. Participation is required of

all new ra's who do not receive

departmental training. The plan

was adopted because, as of 1988.

only 6 of the university's 27 depart-

ments were providing instructional

Par from finding a centralized

program intrusive, departments

were eager to pass the responsibil-

ity on to others, says Linda B. Ni-

son, director of the Teaching As-

sistant Development Program at

the Riverside campus, "Most de

partments accepted and even wel-

comed outside training," she says

"They could breathe a sigh of relif

Jody Nyquist, who has written

extensively about to training, says

she has seen some significant

changes in the past few years. Ms.

Nyquist, director of the University

of Washington's Instructional De-

velopment Center, says the one-

day "hit-and-run" orientations at

giving way to continuing semester-

long efforts. She's also seeing more

senior scholars working with TA's

shortage fooming on the horizon

more and more universities are

viewing their teaching assistants

not only as short-term employees

but as the faculty members of to

quist, "people are realizing we'th

With the prospect of a faculty

because the pressure was off thm

to provide training."

training to their ra's.

handled by the university.

can University.

based efforts.

said in a recent interview.

### Colleges Expand Efforts to Help Teaching Assistants Learn to Teach

Continued From Preceding Page classes are taught by teaching assistants. Lawmakers in several states, including California, Florida, and Texas, have lashed out at universities for relying so heavily on TA's, particularly foreign-born students who have heavy accents.

Responding in part to pressure from lawmakers, students, and parents, more universities now require foreign-born teaching assistants to demonstrate that they can speak English clearly before they are allowed to teach. In 1988, Texas lawmakers approved legislation requiring that all classes at public colleges be taught in clear English. The University of Texas at Austin responded by adopting an Englishproficiency test that all foreignborn teaching assistants must pass before they can tench. Those who fail the oral test must take language classes until they pass.

#### Concern About Quality

Over the past few years, several factors-in addition to concern over foreign TA's- have prompted higher-education institutions to expand their training programs for teaching assistants, or to start programs if none were in place. The factors include:

A growing concern over undergraduate education and, in par- of the Council of Graduate launched a training program that plines—issues like grading papers. undergraduate classes.

■ Public complaints about the large numbers of classes taught by getting their money's worth at a teaching assistants.

■ The need to train future faculty members in light of a wave of Eager to Improve Skills retirements expected by the end of the decade.

sionalism among graduate stu- trained. Graduate students themdents, who in many cases are deserves were in many cases eager to manding better preparation before they begin teaching.

began in the mid-to-late-1980's, af- University in 1987 with a teaching ter a series of national reports assistantship, she had already called attention to problems in untaught for three years in Zambia. dergraduate education. Chief "Still, I would have been very among students' complaints was nervous walking into a classroom that too many lower-division of American students, not knowing courses were taught by TA's with what to expect," says Ms. Samuel, little or no teaching experience.

Pension Money in the Stock Market

S & P 50



Marilla D. Svinicki of the Center for Teaching Effectiveness at the U. of Texas: "There's no question, there's been a surge of interest in TA training at institutions of all sizes."

done well, and that students are time of rising tuitions."

Undergraduates weren't the improve their teaching skills. When Derina Sara Samuel entered Many of the training programs a doctoral program at Syracuse who was born in Tanzania.

Says Jules B. LaPidus, president Luckily, Syracuse had just

invested in common stocks by the College Rethement Equities fund had a

total investment geln (changes in market value, plus dividends, jess

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of 23.4 per cent
during the 12
mentus entire;
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fore the beginning of the semester they wouldn't otherwise have. in an intensive program that gave year by workshops and discussions

### with faculty mentors.

The most helpful part of the orientation program, she concluded. was the videotaping of a mini-lecture she delivered. After her fellow TA's viewed the tape and offered also videotaped. "It's the biggest confidence boost you could have," she says.

On other campuses, though, teaching assistants are lucky if they from department to department, fessors. have one full day of "training" before they enter the classroom. When TA training is left to each dewho have received none.

tions have tried to reduce that disparity by offering university-wide programs that insure that all teachheads, who argue that teaching biology and teaching literature require such different skills that a single training program doesn't make sense. Proponents of centralized

Schools: "People want to be as- has since become one of the most responding to plagiarism, and recsured that the teaching is being comprehensive in the nation. As an ognizing students' learning styles. international teaching assistant. Such programs also give teaching Ms. Samuel spent two weeks be- assistants a broad support network

The issue of who should train her a brief overview of American Ta's-their departments or a cenculture. It covered what to expect tral university office is a touchy only ones concerned about how ef- at Syracuse University, how to im- one, as evidenced by a hented dis-■ An increased sense of profes- fectively teaching assistants are prove her teaching skills, and such cussion in November at the Third nuts-and-bolts issues as how to Annual Conference on the Training grade papers. The orientation ses- and Employment of Graduate sion was followed throughout the Teaching Assistants. Held at the University of Texas at Austin, it drew 500 people.

At the conterence, Carole Glover, who serves as the executive coordinator of the National Association of Graduate-Professional Students, recalled her efforts to start a TA training program at Memphis State University three years ago. constructive criticism, she deliv- At the time she was working on her ered another lecture, which was master's degree in anthropology and serving as president of the university's Graduate Student Associ-morrow, "Finally," says Ms. Ny

"Training was very sporadic training the next generation of pro-

#### Stanford Reportedly Asks Physician to Quit partment, it is not uncommon to Continued From Preceding Page official decision before she decided

find on the same campus teaching cheap price to pay," said George whether to take further action. assistants who have had extensive preparation for teaching and attention for the att clinical professor of neurosurgery. He added: "I think the university is Administrators at many institu- scared to death of a lawsuit by Fran Conley."

Dean Korn did not return telephone calls last week. A spokesing assistants receive at least some man for the medical school said preparation. Often they run into a there would be no comment until wall of opposition from department negotiations with Dr. Silverberg

#### Walting for Official Decision

Dr. Conley said in September it had taken. Said Dr. Conley: that she would probably leave the you're going to use censure as a training, on the other hand, argue school if Dr. Silverberg were chothat such programs can effectively sen as permanent chairman of the address general issues and teach- department. She said last week ing skills that cut across the disci- that she wanted to hear Stanford's

month Dr. Conley criticized way Stanford resolved a sexual harassment case involving a cardi-

took part in the first kayak course.) ologist here. The university said last month that it had taken disciplinary action against the physician, Mark G. Periroth, who was accused of sexually harassing two female students more than a year ago. But as part of an agreement it reached with Dr. Periroth, Statford refused to disclose what sleps esting course to offer at the college. deterrent to this type of behavior the elements of the censure should

be known." ---COURTNEY LEATHERMAN

# Students Build Kayaks to Learn About Arctic Cultures

sewn," Mr. Dick says.

Continued From Page A17 not the kayak," says Ronald E. Dick, an associate professor of natural resources who taught the class with another faculty member this winter. "It's the knowledge that is gained about the kayak and about the culture that developed this technology."

By the end of the class, he says, students have "gained a lot more than just a boat. This is essentially a living artifact."

If the subject of the class seems unorthodox, so too is the method used to teach it. Students who ask questions often hear this reply: "Ask the knyak."

The professors aren't being flippant, says Ray Jennings, an assistant professor of social sciences who co-taught the course. The idea, he says, is to teach students "the way an Inuit elder might—by observation, by helping to bring out the student's intuitive sense about the boat.'

After a while, he says, "instead of asking questions, they begin to look at the kayak and figure it out for themselves."

Kayaking is a popular sport at Sheldon Jackson College, situated in the town of Sitka on Baranof Island. The island lies along the coast of the Gulf of Alaska and is accessible only by boat or plane. The campus itself overlooks the ocean. A pod of humpback whales has been wintering in Sitka Sound in recent years, and students often paddle kayaks out to see them.

#### 'You Get Addicted'

A 300-student liberal-arts college, Sheldon Jackson operates on a calendar year that sandwiches a one-month "Interim" session in January between two four-month semesters. Some students go home for the month, while others take courses or go on field trips. The kayak course was offered in this year's interim session under anthropology and sociology.

The kayak course was scheduled from 9 a.m. to 3 p.m., Monday through Friday. The problem was not getting students to stay for that long, but getting them to leave, professors say.

Helena M. Gladke, a junior who took the course, says she and others would stay until 5 p.m., then return to class after dinner. "You get addicted," she says. "You just want to do more."

The professors limited the enilment to eight students, reasoning that more would make the class unwieldy. Students were divided into teams of two; each team built lwo kayaks. (While about 24 per cent of the college's students this year are Alaskan Natives, none

Both Mr. Jennings, who is white, and Mr. Dick, who is part Cherokee and part white, are avid kayakers who learned the Inuit techniques and traditions of building a kayak by taking seminars taught by a Danish instructor who learned from the Inuits. They decided that kayak building would be an inter-

Building the kayaks in the Inuit way means using all natural materials. The frames are made of Sitka spruce and red oak. While the Inuit

covered their kayaks with seal skin, the students used canvas. Inused. The Inuit used anthropomestead of power tools and varnish, try-a method of measurement usstudents used hand tools and linseed oil. Nor did they use glues or the size of their kayaks, and so did resins, "It's all lashed, pegged, and

#### No Rulers or Measuring Tapes

Ms. Gladke, who is just learning to kayak, called the experience of building it "very pioneerish." At one point, she chipped and chiseled away at a 3-by-6-foot beam to Students paid a \$400 fee for the make a brace for her kayak, only to have the piece break when she was for the kayaks. Stores in Sitka almost done. "You respect the charge \$2,000 or more for a fiberwood a lot more this way," she

No rulers or measuring tapes are ing the human body-to determine the students. The width, for example, is determined by the span of the user's hips plus a fist on either side. The result is a more efficient and maneuverable kayak-built to fit the owner's body "like a tailormade boot," Mr. Dick says.

Not to mention a cheaper kayak. course, which covered materials glass version, Mr. Jennings says.

Skeptics might say that building

a kayak for college credit is a vocademic venture. Mr. Dick disagrees. "It isn't vocational, because these people aren't going to be boat builders," he says. Students keep a journal, writing about the building process and about in-

sights they gain into the culture. The two professors plan to teach the course again. One benefit, they say, is that it helps students take responsibility for their learning.

#### Social Roles Are Studied

Ms. Gladke agrees. "You just want to ask, Can I do this? And they're like, 'Look at your kayak. Think.' And that's really tough for a lot of people."

What happens if the kayak gives the wrong answer?

"We walk a fine line as to when tional exercise more than an aca- to interfere." Mr. Jennings says. "When we see something that threatens to endanger the integrity of the kayak, we do step in. But it's a very tolerant design. It tolerates a lot of experimentation."

In addition, students learn about Inuit culture as they work-about social roles and the division of labor among the Inuit as well as what the kayak symbolizes, how long it takes to build, and how wood is gathered for it.

Adds Mr. Dick: "Students gain some real respect for the people that invented and developed and refined this hunting tool, and that's what it was. The kayak is to the Inuit as the horse was to the horse cultures of the Plains Indians."

-- DENISE K. MAGNER

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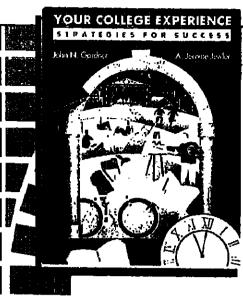
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leges and universities.

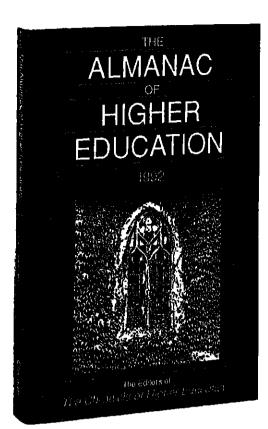
Restructuring for Ethnic Peacet A Public Debate at the University of Hawai's, edited by Maji Tehranian (Matsunaga Institute for Peace, University of Hawaii, Porteus Hall 717, 2424 Maile Way, Honolula 96822; 187 pages; S5, plus S2 for shippingmake checks payable to University of Hawaii Foundation). Contains papers from spring 1991 symposia that were organized in response to an outbreak of ethnic tension on the Manoa campus. nic tension on the Manoa campus. Nontion by Design: Achieving Excellence

in Minority Engineering Education, by Raymond B. Landis (National Action Council for Minorities in Pagineering) West 35th Street, New York 10001; 2 pages; \$12 prepaid). Discusses problems of access, retention, and academic per formance for minority students in ensi-

or access, retention, and academs of access, retention, and academs of the formance for minority students in ensineering-cducation programs at American colleges and universities.

Using Computer Networks on Campus: Peppers from the First Annual Conference 1990, edited by Les Lloyd (Meckler Publishing, 11 Ferry Lanc West, Westport, Conn. 06880; 137 pages; \$30). Contains papers from a Lafayette College conference in which speakers from various institutions presented, in a non-technical format, ideas on the use of campus computer networks for students, administrators, and faculty members.

The World of Learning 1992 (Cale Research, P.O. Box 33477, Detroit 4823: 1,980 pages; \$330). Includes information on some 26,000 academic, cultural, and scientific institutions in more than 160 countries.



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· Two Cornell University sophomores were arrested lass week for allegedly slipping a virus embedded in computer games into national computer archives. The students, David S Blumenthal and Mark A. Pilgrim. were charged with computer lampering, a misdemeanor, and released on bail. A preliminary hearing was set for April 10.

The virus, "MBDF-A," was embedded in three games for the Macintosh—Obnoxious Tetris. Tetricycle, and Ten Tile Puzzlesaid M. Stuart Lynn, Cornell's vice-president for information technology, who headed a search for the virus after he was alerted that a Cornell computer might be the

The virus was detected last month in computer archives in the United States and Great Britain. As soon as it was identified, Mr. Lynn said, computer users who track viruses alerted others on the electronic networks. "Our sense is that the virus was controlled very rapidly," he said.

In 1988, a Cornell computer was the source of a serious virus when Robert J. Morris, Jr., a graduate student, let loose a "worm" that infected government and university research networks. Mr. Morris was convicted of computer fraud, fined \$10,000, put on three years' probation, and ordered to do 400 hours of community service.

Although electronic materials olay a role at the collections of the Library of Congress, the vast majority of items are still on paper.

Of the 98,636,944 items in the total inventory at the end of fiscal 1991, 1,870,190 were audio disks, tapes, and other recorded items, and 130,621 were videotapes and

The library reported that it had 12,550,437 records on computer data bases at the end of the year.

Temple University is developing an electronic network that will let music therapists exchange research findings and clinical information.

The network will be the U.S. link for the Worldwide Information Network or win, which combines an on-line data base of scientific information with an electronic bulletin board and electronic mail. When the network is completed. the data base will include over 20,000 abstracts from publications written in English. The bulletin board will n a joo bank and directoris for performing artists seeking help for physical or psychological

WIN is now available to students and professional practitioners in Australia, Belgium, Denmark, England, and the Netherlands.

'Future plans include expansion to other countries and the addition of literature on other arts and health ircas," says Cheryl Maranto, an e professor of music, who is seeing the project,

# **Information Technology**

### High-Speed Network for Research Stirs Controversy

Lawmakers and educators fear access could be restricted

By DAVID WILSON

A Congressional panel is concerned that the National Research and Education Network, a high-speed computer superhighway that could revolutionize scholarship, is in danger of being set up in a way that could deny access to a wide variety of prospective users.

Some university officials agree that the concern is legitimate, and that without proper safeguards, access to the network could be controlled or restricted by one or more companies. The companies could then restrict educators' ability to get on the network, limit the availability of certain services on the network, or drive up costs.

In what some fear is a precursor of coming fights over the network, known as NREN, the National Science Foundation is already under fire by some for allegedly failing to provide fair access to an existing network, NSFnet. The NSF is the lead federal agency in charge of NREN.

#### **Equal Terms and Conditions Sought**

Other college officials are fearful of the Congressional scrutiny. They say it could delay the development of the NREN, which is scheduled to be completed by 1996. "If we make this into a political issue, we'll see the technical progress we've been making slow to a standstill," said Doug Gale, director of computing at the University of Nebraska at Lincoln.

Using the high speeds offered by the NREN, researchers will be able to send vast quantities of data in seconds over wires that link campuses, making practical such dreams as entirely electronic libraries.

It took years of lobbying to muster the support needed to get legislation authorizing an additional \$1-billion for the development of NREN enacted into law last year. Most of that money has not yet been provided, so backers of the network need strong Congressional support to continue for the next few years to get the system off the ground

The Congressional panel that will study the management of NREN is the House Subcommittee on Science. Rep. Rick Boucher, a Democrat from Virginia who is chairman of the subcommittee, said the panel's major concern was insuring fair access to NREN for all users on equal terms and conditions.

#### Long-Term Oversight'

Representative Boucher said the monitoring of the project by his subcommittee would continue for some time, "This will be a long-term procedure of oversight to make sure that as NREN becomes functional, a proper management system is put in place for it."

He also pledged that he would not try to impede progress on the network. "Our goal will be to make sure that politicization does not happen," he said.

Questions about how the NREN will guar-Continued on Page A24

# Videodisks Bring Dimension of Emotion' to Ethics Education

Multimedia technology allows students to experience real-world moral dilemmas

#### By BEVERLY T. WATKINS

Using videodisks and computer technology, faculty members at Carnegie Mellon University are creating real-world moral dilemmas in the classroom for students studying ethics, values, and critical think-

Traditionally, in ethics courses, professors have relied on books and lectures to generate discussions of issues. They acknowledge, however, that for students who have not yet had much experience with life, such discussions are academic

With multimedia technology, professors can simulate thorny situations by using interactive videodisks that let students explore actual cases. In full-motion video with images and text, the cases raise controversial questions and reveal conflicting perspectives. Professors say the disks give students real-life experience in making tough choices.

"Ethics is not a theoretical discipline. It's supposed to inform our practice-the choices we make in real situations." says Preston K. Covey, who directs both the Center for the Advancement of Applied Ethics and the Center for Design of Educational Computing here. "The ethics classroom is very data-poor, but moral education in real life is very

Because the interactive videodisk com-

In "A Right to Die,"

videodisk, students

a multimedia

see images of a

young man as a

football player, of

the car in which

he was severely.

burned, and of him.

disabled, using his.

tongue to operate

bines the power of television and film with the control of the computer, says Mr. Covey, it lets students experience flesh-andblood issues and think about them carefully at the same time. "The interactive vidcodisk adds the dimension of emotion to ethics education," he says, "In real life, you don't deliberate issues impartially and unemotionally in a vacuum."

#### Making Students Aware of Issues

Mr. Covey, who is also an associate professor of philosophy, says the ethics disks are not designed to persuade students to take a particular viewpoint, but to make them aware of all the issues, "It is not the point of an ethics class to change opinion. students see that 'Gee, it's a whole lot more complicated than I thought it was," the class is a success," he says.

The videodisk project, called Theoria. was started in 1987 to encourage faculty members to develop multimedia materials for the arts and humanities. It was the brainchild of Mr. Covey and Robert J Cavalier, who became executive director of the educational-computing center at that

Theoria took its name from the Greek word for theory, which has the same root as the Greek word for theater. In the Golden Age of Greece, Mr. Covey notes, one vehicle for ethical theory was the theater. where elements of the human condition were reflected in the plays. "Theoria is an



### allusion to the concept of theory rooted in

concrete observation," he says. The director concedes today that "Theoria is a little too areane an allusion to be helpful." He says no one knows what it means, and everyone mispronounces it the correct pronunciation, he says, is tay-

#### 'Grounded in the Classroom'

In the last five years, the project has developed what Mr. Cavalier calls "a faculty-grounded, classroom-based strate-

"We think the content expert should be the designer of the videodisk, or as close to the designer as possible," he says. "The use of the technology is always grounded in the classroom."

The computing center has completed two interactive disks-"A Right to Die?"

and "Art or Forgery?"—and has others in various stages of production. The finished disks are based on actual cases. Although the cases were resolved, they still raise

issues that are debated today: "A Right to Die? The Case of Dax Cowart." In this case, based on an event in 1973, Donald (Dax) Cowart suffers burns over 65 per cent of his body and is left blind and maimed when his car, parked over a leaking gas line, explodes. For 14 months, as he undergoes agonizing burn therapy, he pleads with doctors and nurses to stop the treatments and let him die. Students debate whether Mr. Cowart, who remains rational throughout the therapy, should be kept alive or be allowed to die.

■ "Art or Forgery? The Case of Han Van Meegeren." In this case, based on an episode in 1945, a Dutch painter named Han Van Meegeren is charged with Nazi

Hermann Göring possessed a painting, called "Christ and the Adulteress" by the 17th-century artist Jan Vermeer, that he apparently obtained from Van Meegeren. To avoid trial on a charge that carried the death nenalty. Van Meegeren claims he painted the Vermeer himself. Failing to convince the judge, he claims he painted several other masterpieces attributed to Vermeer, including works used to authenticate Göring's painting. To prove his case, Van Meegeren paints a new Vermeer in the courtroom. Students decide whether

value of the signature on a work of art. "Birth or Abortion? The Human Face of a Dilemma." In this prototype, now being tested in the classroom, two couples in their mid-30's can choose to take a medical

"Christ and the Adulteress" is an authen-

tic Vermeer or a forgery, and debate the

collaboration. Authorities have found that test, called amniocentesis, to see if their unborn babies have Down's Syndrome. One couple decides to take the test, implying that they would consider abortion if the fetus were defective. The other couple declines, implying that they would reject abortion. Students debate the pros and cons of abortion.

The computing center has other videodisks in the research and planning stages that concentrate on issues of crime and gun control, cultural differences in advertising, dispute resolution, obscenity and censorship in the arts, and whistle blowing.

#### **Process Can Be Frustrating**

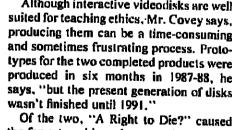
Although interactive videodisks are well suited for teaching ethics. Mr. Covey says, producing them can be a time-consuming and sometimes frustrating process. Prototypes for the two completed products were produced in six months in 1987-88, he says, "but the present generation of disks

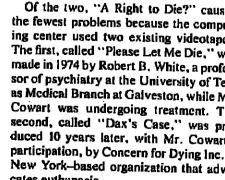
Of the two, "A Right to Die?" caused the fewest problems because the computing center used two existing videotapes. The first, called "Please Let Me Die," was made in 1974 by Robert B. White, a professor of psychiatry at the University of Texas Medical Branch at Galveston, while Mr. Cowart was undergoing treatment. The second, called "Dax's Case," was produced 10 years later, with Mr. Cowart's participation, by Concern for Dying Inc., a New York-based organization that advocates euthanasia.

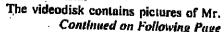
Continued on Following Page



of emotion to ethics education. In real life, you don't deliberate issues impartially and unemotionally in a vacuum."









### Videodisks Allow Real-World Study of Issues in Ethics

Cowart before the accident, a under duress. head-on shot of his car after the explosion, and scenes of him in complex to produce, he says. Lotherapy. It shows Mr. Cowart a cating the art materials required decade later, disabled but married extensive searches. Getting perand practicing law. Despite his re- mission to reproduce pictures concovery, he contends that he should have been allowed to die.

Students can see interviews with Mr. Cowart, his mother, his doctors and nurses, and his lawyer. The interviews push students to think about the quality of life, the obligations of medical professionals, and a patient's right to decide whether to live or die.

'If students allow Dax's request to die, they see Dax alive, playing controversy among experts at the jury was in," Mr. Cavalier says. with his dog, working, at home," says Mr. Cavalier. "If students film, Van Meegeren's Faked Verdeny Dax's request, they see him meers and De Hooghs, documents undergoing agonizing treatment in the scientific and forensic investi-

Development of High-Speed Network for Research Stirs Controversy

Continued From Page A22 antee access have been raised in for the network and that comparecent months by several observ- nies besides Advanced Network ers, including a networking execu- and Services Inc., including Mr. tive who charges that the NSF has Schrader's, can use it. given unfair advantage to a competitor that manages NSFnet, the foundation's computer network.

The foundation's network will eventually become a significant part of NREN. The NSF has turned and management of NREN, that over management of NSPnet to a wasn't enough to insure "a level company created for the task. That company is called Advanced Network and Services Inc., an independent, non-profit entity.

A subsidiary of Advanced Network and Services markets space on NSFnet to businesses. Officials of the company say that of the money the subsidiary receives, it keeps only charges for overhead and taxes. All other money is used to upgrade the network.

#### 'Monopoly' Feared

The most vocal critic of the NSF's relationship with Advanced Network and Services Inc. is William L. Schrader, president of Performance Systems International lnc., a commercial network provider. He has charged that the NSF has made it impossible for his company to compete fairly against Advanced Network and Services and its subsidiary selling network time to commercial entities.

"They are basically in a position to create a monopoly" by controlling access to the foundation's network. Mr. Schrader said. Eventually, he says, they will control access to NREN as well, because of cational institutions are closed out the pivotal role NSFnet will play in of the system. "It is po NREN. Under such a monopoly, he warned, commercial users might well eventually dictate who has access to NREN, closing it off to all but big business and big science.

The National Science Foundation, he said, "has given ANS exclusive rights to sell commercial access to Nignet, and that must either be terminated or opened up to evervone."

Stephen Wolff, director of the ed the charges and said that he said.

Continued From Preceding Page swer. We just put their decisions dents in the mid-1940's—the trial

sumed vast amounts of time, in part because many people were not familiar with videodisks.

#### Images of Vermeer's Works

The videodisk contains images

of all of Vermeer's works that were authenticated in 1944, paintings that Van Meegeren claimed to have forged and works painted under his own name, articles that reflect the time, and historical text. A 1949 gation that led to the conclusion say the students get the wrong an- forgery. The disk places the stu-

the foundation itself set policy

Not Trying to Play Favorites

Mr. Schrader also said that al-

though the NSF has pledged to issue

multiple contracts for the oversight

Mr. Wolff said the NSF was not

trying to play favorites and was in-

stead trying to get the best possible

service for the widest possible

possible cost. "Everything that we

do is interpretable in that context."

Mr. Wolff also said that NSF offi-

cials were aware of the need to

sue. "In future budgets, if we look

like the bad guys, Congress may do

bad things to our budget," Mr.

Representative Boucher offered

keep Congress satisfied on the is-

playing field."

"Some students objected that the material

was too upsetting. Such

Is life-that is

just the point."

dents are in the same situation the No matter what the students desion with the evidence provided.

ery, and then go through their crite-

painting be different if you sign

Mr. Cavalier, who secured permission from museums to copy was held in October 1947—and re-their plates, slides, and transparen-"Art or Forgery?" was more stricts the evidence to what was cies, says that "the rights acquisi known at the time. "The stu-tion process is the most time consuming part of multimedia."

"We were dealing with thou sands of images," he continues. "We had to write all over the world. We would get letters back from Germany, for example asking Wax ist das 'videodisk." Then we had to explain. We finally got the rights to all the images. No one said No, but everyone had a differ-

#### Wide Range of Equipment

ent way of saying Yes."

For the Theoria project, the educational-computing center developed a special programming lancide, they must support their deci- guage, called "cT." to control the video, graphics, text, and other "They decide Yes or No for forg- features of multimedia technology.

""cT makes it feasible for ordi-Mr. Cavalier adds: "We never that Van Meegeren was guilty of ria," he says. "The disk raises the nary mortals--even professors to Covey's response: "Such is likequestion. Should the value of a write multimedia programs," says

Bruce A. Sherwood, the center principal research scientist, wh worked on the computer language. "Moreover, these programs will run without change on a widerange of equipment, from the IBM PCfamily to the Apple Mucintosh family to Unix workstations."

Information Technolog

ation, primarily by Mr. Covey and Mr. Cavalier, preceded the presing of the finished disks last year. During the lengthy evaluations

and there is too much information. With the Van Meegeren prototype, for example, some students! demanded more paintings and more text, he says. "They did not need more to investigate the fore

to explore further." With the Cowart disk, he say, "some students objected that the material was too upsetting," Mr.

#### Three years of classroom evalu-The Antivirus Methods Congress is conducting a worldwide search for computer viruses, programs that automatically Says Mr. Covey, the students pricopy themselves from one disk to many complaints were twofold another without the users' knowl-There is not enough information, edge and disrupt computer opera-

Since it started looking in the fall, the organization has found 1,200 viruses, says its president, Richard G. Lefkon, an assistant professor at New York Universicry chaim, but they were motivated . ty's Information Technology Insti-The congress was organized last

fall by representatives of academe, corporations, and government to locate and study computer viruses and exchange information about them. The group has about 200 members, a third of them from colleges and universities.

The organization, which is seeking more members, plans to hold its first formal meeting next week at the International Computer Virus & Security Conference in New York, "Our goal is to have 1,300 members by April, so the organization will have more members than there are viruses," Mr. Lefkon

For more information, contact Richard G. Lefkon, Antivirus Methods Congress, 609 West 114th Street, New York 10025; (212) 663-2315; AMC@WELLS.SL.CA.US.

-BEVERLY T. WATKINS

The Center for Electronic Texts in the Humanities has been established at Rutgers University to complete an international inventory of the thousands of texts available in machinereadable form.

The center, a joint venture of Princeton and Rutgers Universities, will continue a project started at Rutgers seven years ago to inentory and catalog texts that have been typed into a computer.

Susan M. Hockey, the center's director, says the original inventory, which is available on RLIN. the electronic network of the Research Library Group, will save scholars the trouble of typing texts into the computer again.

Ms. Hockey, the former director of the Computers in Teaching Initiative Centre for Textual Studies at Oxford University, says some significant research has already been done using computers to search through every word in works by certain authors, looking # patterns. "That's the sort of research that couldn't be done without a computer," she says, and such research would be more feasible with a catalog of machine-read-

Ms. Hockey says the center hopes to provide access to machine-readable texts and to develop software to let scholars make belier use of all computerized

For more information, contact Susan M. Hockey, Center for Elecitonic Texts in the Humanities.

TECHNOLOGY UPDATE

■ Organization conducts worldwide search for computer viruses

■ Project compares on-line instruction with traditional teaching

■ Center plans inventory of electronic texts in the humanities

Northern Kentucky University has begun a pilot program to determine how on-line instruction stacks up against traditional teaching.

Last year the institution allowed

Rutgers University, 169 College professors and students in two Avenue, New Brunswick, N.J. classes to communicate with each 08903; (908) 932-1384; CETHOZO-DIAC.RUTGERS.EDU.

—DAVID I., WILSON

other on computers linked by a network, says Sandra W. Easton, as- es. sociate provost. The results were so successful that the university has expanded the program to six sections will be able to submit homework, ask questions, and interact with each other and the in- Briefly Noted structor on the network.

dicate how useful the technology is not only in the traditional setting, but also in conjunction with classes taught by television, in which students are on the campus only four times a year to take

"At this point, about 175-students are using the computers," she says, with a comparable number taking traditional class-

For more information, contact Sandra W. Easton, 818A Administrative Center, Northern Kentucky courses this year with test and control sections. Students in the test 41076; (606) 572-5379. —D.L.W.

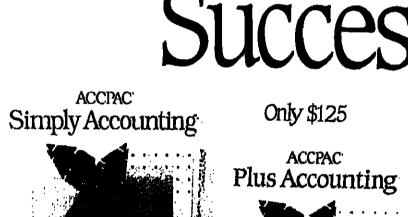
■ Walsh College in Ohio plans to

Ms. Easton says the tests will in- offer a new major in computer science next fall, phasing out its combined major in mathematics and computer science over the next three years.

■ The first issue of TECHNOS: Quarterly for Education and Technology, a new publication on the role of information technology in bringing change in education, is available from the Agency for instructional Technology, 1111 West 17th Street, Bloomington, Ind. 47402-0120; (812) 339-2203. An annual subscription costs \$20.

"Plans and Investments in Educational Technology: A Status Report for the SREB States" is available for \$10 from the Southern Regional Education Board, 592 10th Street, N.W., Atlanta 30318-5790: (404) 875-9211.

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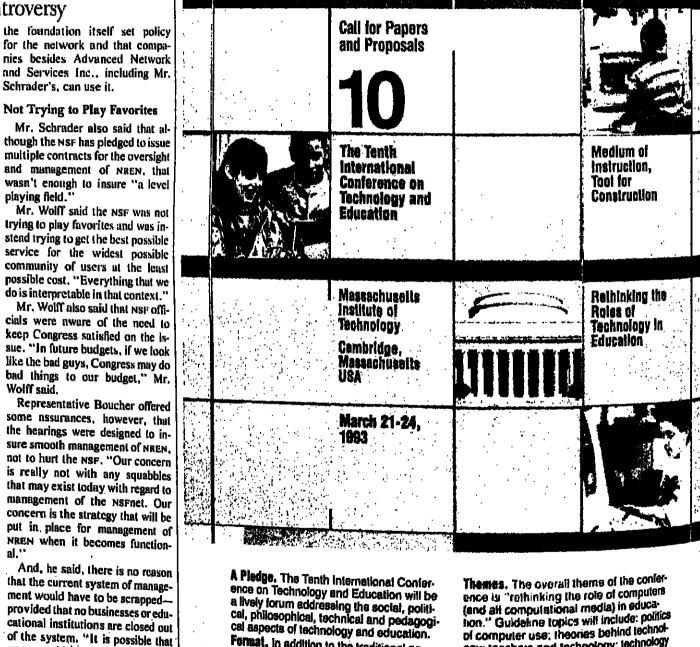
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some assurances, however, that the hearings were designed to insure smooth management of NREN. not to hurt the NSF. "Our concern

is really not with any squabbles that may exist today with regard to management of the NSFnet. Our concern is the strategy that will be put in place for management of NREN when it becomes function-

And, he said, there is no reason that the current system of management would have to be scrapped-NREN could be managed by a private entity under contract with the federal government, and it is possible that it could be managed by a private entity that also uses the network for its own services," he

He warned, however, that Congress would be watching the issue closely. "Special protection will have to be put in place to make sure that the managing entity does not NSP's networking division, reject- discriminate against competitors,"

a lively forum addressing the social, politi-cal, philosophical, technical and pedagogical aspects of technology and education. aat. In addition to the traditional papers and panels, we welcome proposals for debates, round table discussions and any new learning experiences. Due date

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#### NEW COMPUTER SOFTWARE

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Meteorology. "Meteorological Educa-tion and Research Applications," for Apple Macintosh, Requires "Hyper-Card." Tutorial less students explore the evolution of the boundary layer of through unimation and graphics; in cludes advanced topics in atmospheri dynamics, air-quality engineering, and environmental science; \$65; quantity discounts available. Contact: Intellimation, Department GAPG, P.O. Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

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Archaeology. "Perseus, Version 1.0." for CD-ROM and videodisk players used with Apple Macintosh. Requires "HyperCard." An introduction to Greek antiquity, including a general view of fifth-century-a.C. history, works in Greek and in translation by 10 authors from the archaic and classical periods, hiographics of sucient subors, and archarder. phies of ancient authors, and arbiographies of ancient authors, and articles on geographic regions, architectural terms, and vase shapes; includes 2,400 views of 137 vases, 2,300 images of 800 sites, 150 site plans, 1,060 images of 527 coins, descriptions of 310 buildings with illustrations, and more; contains an electronic vorsion of the Lidell-Scott Intermediate Greek-English Lexicon and an index of English definitions: \$150 for chapper \$225 for definitions; \$150 for CD-Row; \$225 for videodisk; \$350 for both; quantity dis-counts and site licenses available. Yale Station, New Haven, Conn. 06520; (203) 432-0912,

06520; (203) 432-0912,
Radiology. "Recognizing Radiographic Artifacts," for videodisk players used with 18M PC and compatibles. Requires "InfoWindow." Contains three sections on radiographic technology: tutorial section covers multiple images, ingested materials, internal and external hospital equipment, artifacts introduced during film handling and processing, and artifacts caused by equipment; comparison section includes immus-density and plus-density artifacts; test section evaluates skills in recognizing artifacts; \$650 each for members; \$1,300 each for others. Contact: Health Sciences Consortium, 201: Silver Cedar Court, Chapel Hill, N.C. 27514- (219) 942-8731.

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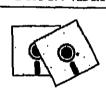
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# **Section 2**

March 4, 1992



# **Too Many Full Professors:** a Top-Heavy Pyramid

By Andrew Hacker

PIE VEN THE RICHEST CAMPUSES are pleading poverty. Yale University.

with its 10-digit endowment, has eliminated its water-polo team and has proposed closing its department of linguistics. Middlebury College a few months ago fired departmental secretaries with decades of devoted service. The causes of these and other cutbacks need no elaboration. State legislatures, in some cases responding to taxpayer revolts, have slashed higher-education budgets. At private colleges, tuition increases cannot cover mounting bills, and gifts in this recessionary era fill only a frac-

tion of the gap. Yet the biggest item in The jobs and salaries of tenured faculty members have gone virtually untouched. even as part-time lecturers receive pink slips. Trying to remove even an associate professor can elicit a prolonged court fight. Apart from cases of moral turpitude, colleges must prove that "financial exigencies" make it necessary to dismiss some tenured professors. And since cuts in the faculty ranks are confined to the bottom

**OPINION** 

rungs of the professoriate, several adjunct serve the salary of a single senior profes-

■ IGURES on faculty ranks and costs can be derived from information on compensation of full-time faculty members published by the American Association of University Professors. The chart on the next page provides data for a cross section of institutions for academic 1990-91. On at least half of the faculties listed, the number of full professors exceeds the Continued on Following Page

### The Full-Professor Bloat: a Top-Heavy Pyramid

Continued From Preceding Page combined number of faculty members in all other ranks. Indeed, the University of Chicago had 470 full professors, compared with only 150 at the assistant-professor level. The comparable numbers at Stanford University were 532 and 175.

These distributions obviously affect budgets. Pay for full professors can rise above \$100,000 and can reach \$60,000 even at "second-tier" schools. At Harvard University and the University of California at Berkeley, salaries and benefits for those at the top consume more than three-quarters of the payroll for full-time faculty members. And even where full professors make up less than a majority, they sometimes still absorb about half of the money available for faculty salaries, as at Iowa State University and the University of South Carolina.

It might be useful to ask what has produced the plethora of full professors with such liberal salaries. In fact, academe's inverted pyramid is something of an anomaly in this country. Other organizations tend to have more conventional employment structures, with a broader base and fewer people at the top. The military is an example: The number of officers tapers off in each successive rank. Yet in the faculty world, people usually get lifetime tenure in their 30's and often are promoted to full professor before they reach 40. With the end of mandatory retirement, some could stay at the top of the pay scale for 40 years

THE CURRENT SITUATION began in the 1960's and 1970's, when faculties expanded more than threefold to accommodate ballooning enrollments. Promotions and tenure were granted with unprecedented generosity because of the heavy demand for faculty members and pressure to keep salaries from being eroded by inflation. Moreover, a clubby atmosphere developed concerning faculty pay. Certainly, annual raises for everyone make for more amiable relations among colleagues. In addition, a college's image may be enhanced if it is known for having a well-paid faculty. It is one thing, however, for an elite university to give six-figure salaries to several of its stars; presumably academic celebrities must get that kind of money to keep them from going elsewhere. But how are we to react when one university's average salary for its 644 full professors is \$109,100? A skeptic might wonder why some professors continue to receive lavish pay, augmented by annual increases, even when they are past their productive prime and no longer receive outside offers of employment.

It is not clear that professors need the levels of salaries that they now receive. In a typical campus town like Ames, lowa, where Iowa State is located, \$77,900 goes a very long way. Most middle-aged academics have put their kids through college and paid off their mortgages. Many have working spouses, often with well-paying jobs, Look at how many take off for foreign parts after a term ends, even before their final exams are handed in. Someone once went Thorstein Veblen one better by calling attention to the "leisure of the theoried classes."

Perhaps the most troubling consequence of full-professor bloat is that it leaves colleges and universities with little money left to hire or retain younger people who have not yet achieved tenure. When non-tenured faculty members have trouble getting jobs or permanent appointments, word

gets around; the result is that fewer students than in the past are considering academic careers. During the past two decades, the number of doctoral degrees awarded to American citizens has deelined. Back in 1970, about 700 doctorates were granted for every 1,000 graduate degrees in law and business administration. Last year, the ratio was less than 240 per 1,000. Nor does it appear that forecasts of coming shortages of faculty members have persuaded more of today's col-

this option, it would be understood that not everyone must become a full professor or achieve the top pay grade. Thus, for example, tenure at a lower rank could be given people who devote themselves entirely to teaching. In other occupations and professions, it is not uncommon to retire at their equivalent of the assistant-professor level. We might look at how institutions such as Alcorn State University and Xavier University of Louisiana manage a more graduated distribution of ranks and salu-

With dollars freed by paying fewer professors top salaries, institutions would have more money to pay other faculty members.

lege graduates to consider academic ca-

Top-heavy faculties also mean that students increasingly are taught by professors who are even older than their parents. This age gap may hamper older professors insofar as effective teaching requires an awareness of young people's sensibilities. Such an understanding may be especially difficult to achieve today, when undergraduates often appear to be inhabiting a different planet. That may be why some senior faculty members are accepting offers of early retirement: They simply may no longer enjoy teaching students whom they view as ill informed and semi-liter-

What about the future? Several possibilities come to mind: One is to give the pyramid a broader base, by setting more stringent rules for promotions and tenure. With ries. One suspects that a long tradition of tight budgets has forced them to be more realistic in assessing faculty contributions. With dollars freed by paying fewer professors top salaries, institutions would have more money to pay tenured associate professors and other faculty members. Nor are the issues entirely financial. Institutions as a whole would gain by having more junior colleagues with new ideas and ap-

LSO drawing on other occupations, we might remember that when things Leget tight in the business sector, union members have been known to accept shorter hours so as to share the available work. In other instances, employees with the most seniority agree to take pay cuts so that younger employees can stay on the iob. Does anyone wish to argue that while

such sacrifices may be suitable for steelworkers, they are inappropriate for aca-

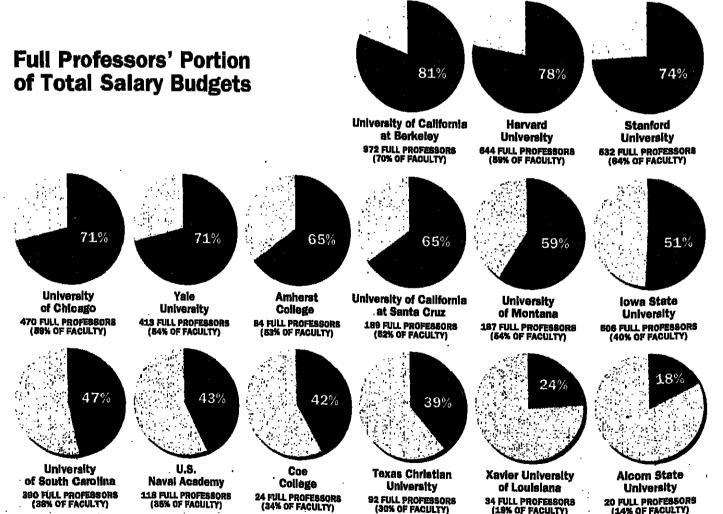
OPINION

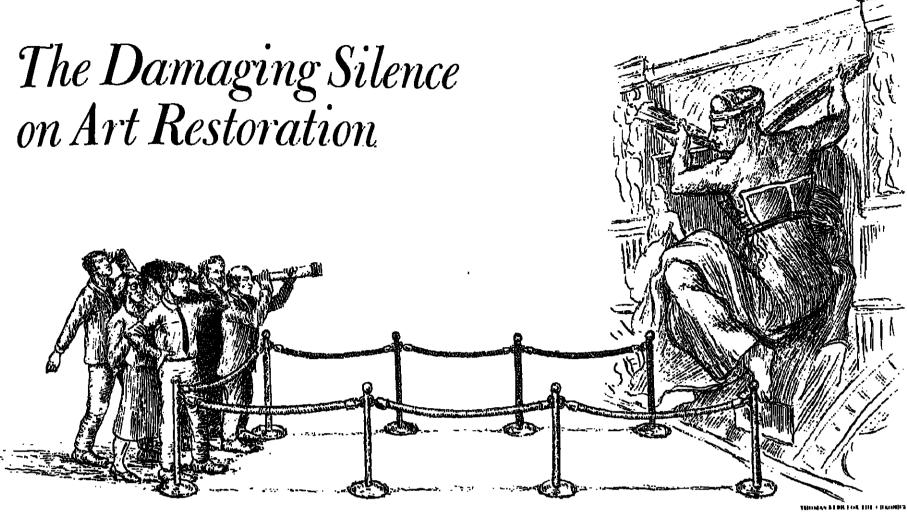
A further model can be found in a Japanese practice. Once middle-level executives reach their 50's, they begin receiving reduced paychecks. In return for lifetime security, they agree to end their careers in more modest staff jobs. There is no reason why academics couldn't accept similar reductions at an agreed-upon age. Do we really want to claim that professors in their 60's "need" six-figure compensa-

"INALLY, a little altruism would help. Such a spirit would be all the more in order, since compulsory retirement is being phased out, and faculty members can stay on at full pay as long as they wish. Yet full professors could opt to retire at 65 with full Social Security benefits, supplemented by comfortable pensions. Those who want to keep on teaching could arrange to do so for a token stipend, while their former salaries could be earmarked for recruiting and retaining junior faculty

These are not starry-eyed proposals. We hear a lot about how older citizens are better off than ever before, while the coming generation faces fewer options and greater insecurities. At a time of budget freezes and firings, can senior faculty members really feel comfortable about absorbing so large a share of shrinking budgets? After all, we academics always have claimed that we chose careers of teaching and scholarship for other than financial reasons. Now is an opportune time to back up our words with deeds—by sharing some of our financial good fortune with those who want to carry on our calling.

Andrew Hacker is professor of political science at Queens College of the City University of New York.





By James Beck

N RECENT YEARS, increasingly large sums have been channeled into restoring valuable works of art. Yet there is a peculiar silence from the scholarly community about how well the job is being done. Very simply, scholars in the fine arts are reluctant to criticize restorations. Despite the fact that paintings and sculptures, the very raw material of their studies, are being subjected to significant changes in appearance and, in some cases, in structure, criticism from the scholarly community is rarely voiced.

To be sure, heated controversy has crupted from time to time; recently the resloration of the ceiling of the Sistine Chapel raised fears that passages by Michelangelo had been removed. Most of the criticism of the radical intervention on Michelangelo Buonarroti's vast fresco has come from practicing artists, with only a few academics adding their voices. Why have historians of art failed to speak out? What is the appropriate posture of an art historian visà-vis modern restoration and consequently loward the preservation of the art and cultural artifacts of the past? Regardless of the pros and cons of specific interventions. is the rash of restorations all over the world beneficial or not?

The reluctance of art historians in colleges, universities, and museums to speak out against restorations can be inte as acceptance of the conditions that now prevail, in which the response to restorations of famous works often is carefully manipulated by public-relations compaales and other special interests. Yet it is well known that every intervention has negative aspects: Incremental bits of original paint or varnish, for example, often are sacrificed. Furthermore, as conservators recognize, even the accrued layers of "dirt" can serve us a protection from modem pollutants, and consequently the removal of such layers can be risky. The schilivities of restorers are sometimes so Breat, however, that I myself have been subject to four lawsuits charging criminal stander for criticizing the results of the res-

toration of the marble monument dedicated to llaria del Carretto by Jacopo della Quercia in the cathedral in Lucca, west of Florence, The Italian courts have, happily, upheld the right of criticism, but the experience was both emotionally draining and expensive, and it has produced a decidedly chilling effect on critics.

The example of the Sistine Chapel's ceiling is instructive. Restoration of the ceiling was completed a year ago, while work on the enormous aftar wall containing Michelangelo's "Last Judgment" is about to begin. To publicize the project, the Vatican Museums have engaged the services of a premier public-relations company in New York City. Furthermore, a number of esteemed Renaissance specialists have been generously compensated for writing material for official and semi-official publications about the restorations. They, not surprisingly, have enthusiastically supported the project. Guing against the opinions of these "barons" in the field is difficult for

potential critics in academe. Contrary

speeches and publications by members of

the restoration team and their spokesmen,

who have characterized critics as out-of-

In an environment dominated by the

mass media, an enthusiastic reception of

the newly cleaned frescoes was carefully

years after each of the three main sections

of the chapel is completed. This means that

step Don Quixotes.

on has been effectively deflected in

illustrations of the entire restored surface still are not readily available, even for study purposes, making crucial "before" and "after" comparisons incomplete. Two volumes of impressive photographs of the restoration have recently been published. but they are both incomplete and-at \$1,000 for the set—not readily available.

Moreover, the restoration team and its public-relations firm have erected barriers to open debate to silence scholars who might be inclined to criticize the conduct of the project.

mar, they say that any scholar who is not a Renaissance specialist is not qualified to criticize the restoration. Then, even scholars informed about Renuissance art are said to be unqualified to comment unless they are conversant with all the scientific parameters of modern conservation and restoration techniques: they must be knowledgeable about computer science, physics, chemistry, and the

history of restoration. Such defenders as-

passes a codified, "scientific" body of

knowledge with a generally agreed-upon

set of principles and methodologies. In

fact, however, vast differences of opinion

exist among restorers themselves. Some

advocate a deep cleaning, while others opt

for a "soft" approach; some believe in the

efficacy of cleaning products like the deter-

ment; The imposition of this requirement

is, in my view, a brilliant ploy by the expo-

desirable, but not a sine qua non. We can never compare the original before-and-after states firsthand simply because the "before" is gone forever. Consequently photographs must be relied upon if comparisons are desired. A further refinement of the demand that would-be critics examine the frescoes firsthand also has surfaced: To be credible, any

nents of the restoration, but one that is

hardly cogent. Art scholars habitually rely

upon photographs in their studies and are

well aware of their inherent limitations.

Naturally, first-hand examination is highly

commentator must have been on the scaffolding and examined the frescoes at arm's length. It is not sufficient to have seen the restored frescoes from ground level-the way that Michelangelo intended that they be seen. Even this requirement has been embellished; the Vatican restoration team considers it necessary for would-be critics to have followed the progress of restoration day by day. In this final step toward the elimination of criticism, virtually evervone who was not actually part of the restoration team is deemed unqualified to comment.

An analogy may be drawn here to the issues surrounding atomic energy. There are few among us, even physicists and scientists, who are fully informed of the intricacies of the field. Yet the choice of using or not using that energy source, the actual and potential dangers, must be evaluated not only by the specialists but also by the entire society. The effects are too important to leave all the decisions to technicians, whose views may not be broad enough and who may have a vested interest in promoting nuclear projects.

To date, however, the art-history community has abdicated any serious role in debating questions about the preservation of the very objects from the past that are the subject of their studies and their teaching. To my knowledge, for example, proponents of the restoration of the Sistine Chapel have been given an ample platform in universities, in the lecture halfs of lead-Continued on Page B7

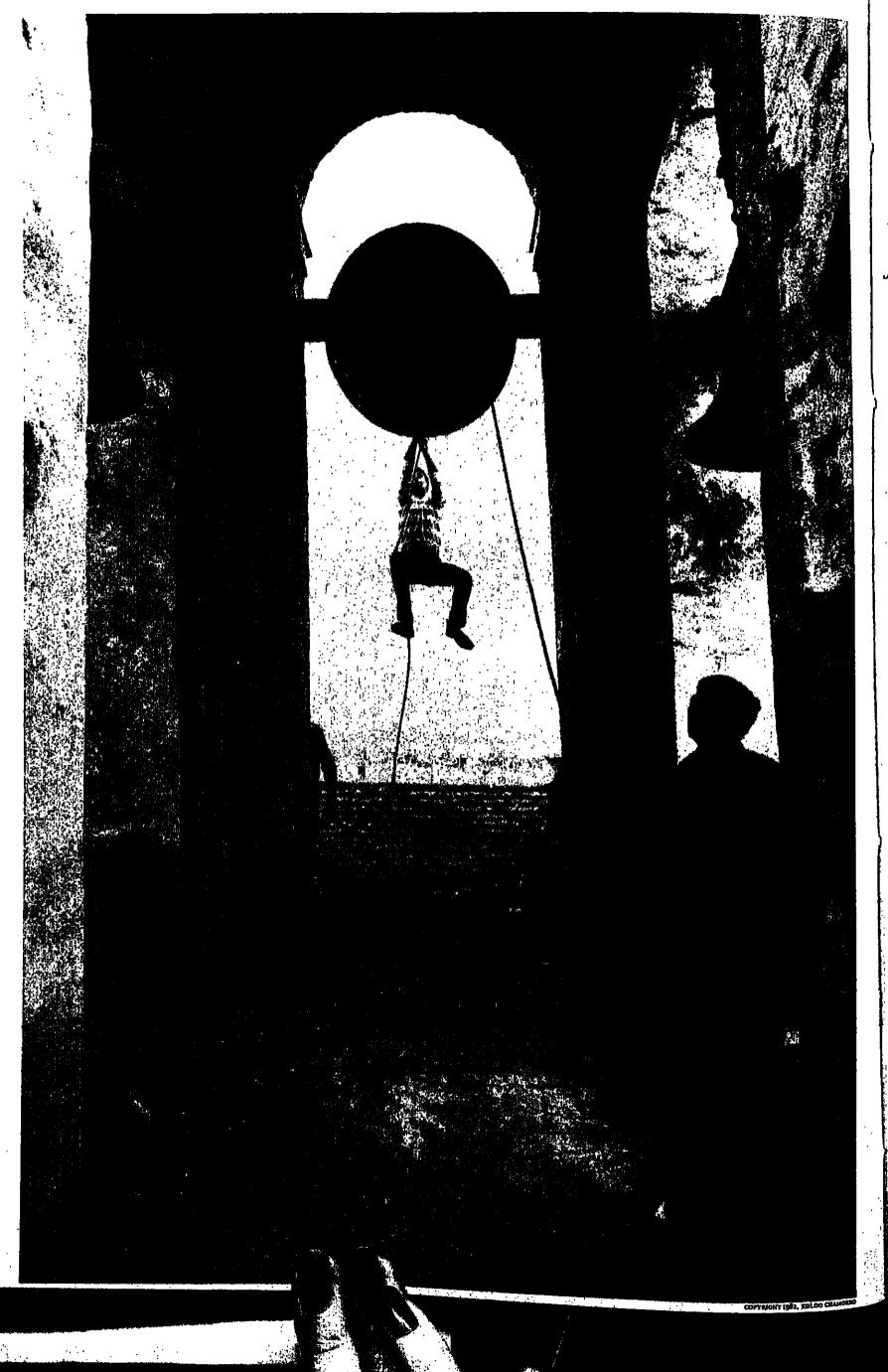
gent AB 57, which the Vatican restorers trary opinion among professional art histoused, and others shun that product. tians or members of the public. Further Yet another argument is used against poprecluding give-and-take discussion of the tential critics. Unless a scholar has seen results of the Sistine restoration is the fact the restored frescoes in Rome, and not just that a powerful Japanese media conglomphotographs of the restoration, he or she is erate paid handsomely for the photographheld to be incapable of rendering judgic rights and controls those rights for three

"What appears to be lacking is an overview of all the

issues involved and a set of standards for restoration

by which individual projects can be evaluated."





THE ARTS

# Documentary Photographs From Spain; Theater for Families; Architecture Award at Princeton

PEN SPAIN/ESPAÑA ABIERTA," an exhibition of works by Spanish documentary photographers that opened recently at Columbia College in Chicago, was mounted to commemorate the quincentennial of Columbus's voyage to the New World. What emerges is a vision of Spain's own evolution into a new world since the death of Franco in 1975.

The show, on display at the college's Museum of Contemporary Photography, includes 169 photographs by 16 photographers, most of whom had never exhibited in the United States. Their work was chosen to reflect "the most salient aspects of present-day Spain—contradiction, transition, and transformation," says Denise Miller-Clark, director of the museum and the show's curator.

Spain has long been a country of contrasts: old versus new, rural versus urban, mystical versus mundane. "Spain houses an endless amount of curiosities, while retaining an idiosyncrasy that is indisputable," Marie-Loup Sougez, a Spanish historian, writes in the exhibition catalogue.

The contrasts have become more pronounced as the country, released from the restraints of dictatorship, rushes to embrace new-found freedoms.

Some of the photographs in the exbibition underline the contrasts: Xurxo Lobato's pictures of a crucifix in a clock shop and a modern washing machine in the middle of a living room; Cristina Garcia Rodero's view of a barefoot pilgrim, a large wooden cross on his shoulders and tennis shoes strung around his waist.

Other photographs concentrate on the old (Cristóbal Hara's shots of builfighting), the new (Manolo Laguillo's records of construction sites for the summer Olympics), and the seemingly eternal (Jaume Blassi's landscapes).

Taken as a whole, the exhibition is not intended to be comprehensive, Ms. Miller-Clark says, but to open a window on a perpetually enigmatic country in a time of Profound change.

"Open Spain/España Abierta," continues at Columbia College through March 14. It then will travel to various museums in the United States, Europe, and Latin America, through 1994. —ZOE INGALLS

HERE IS THIS FREI.ING." Says
Susan Kosoff, one of the
founders of the Wheelock Family Theatre, "that if it's for children, first of

Koldo Chamorro's 1982 photograph of the interior of an Andalusian belt tower is part of Columbia College's "Open Spain Españo Abierta" exhibition. all, it doesn't need to be good—which really aggravates me—and second, it isn't going to be good."

Ms. Kosoff and the other founders—Andrea Genser, Anthony Hancock, and Jane Stanb—had a different idea. They were determined to provide quality theater for family nudiences at affordable prices.

Now in its 11th season, the Wheelock Family Theatre has effectively silenced the nay sayers. Reviews of its productions, which have ranged from Alice's Adventures in Wonderland to Watch on the Rhine, are consistently laudatory. And perhaps most important, both children and their parents like to attend. "The biggest reaction we get from audiences is that the parents are relieved because they actually enjoyed it," Ms. Kosoff says.

The Wheelock Family Theatre is a nonprofit, professional theater on the campus of Wheelock College that uses a combination of professional, student, and community actors. It gets about 25 per cent of its annual budget from the college. In addition to mounting plays, the theater holds drama classes that are open to the public, offers internships for students from Wheelock and other colleges and schools, teaches drama classes in the public schools, and writes and distributes study guides to accompany special matinee performances during the week for local schools. This year, for the first time, the theater also is sponsoring a play-writing contest to encourage people to write for family audiences.

But family theater is only part of the Wheelock equation. "We originally wanted to call it the 'Wheelock People's Theatre,' "Ms. Kosoff says. Then, as now, the goal was "to make theater as accessible to people as possible—literally all kinds of people."

Accessibility meant breaking down barriers not only for families, but also for other groups that traditionally have been excluded from theater casts and audiences: members of minority groups, people with low incomes, and the handicapped.

That goal translates into low ticket prices (\$8 this year for the best seats), performances that are interpreted in American sign language, and a 650-seat theater that is accessible to wheelchairs.

In addition, the theater casts members of minority groups in a wide variety of roles. In a recent production of *The Music Man*, for example, Marian the librarian was played by an Asian-American actress and Mayor Shinn by a black actor.

"The world is not white and middle-



A reading room, nestled against the foundations of Princeton University's Firestone Library, is part of an underground addition that has won a 1992 architecture award.

class," Ms. Kosoff says. "We want our casts to reflect our audiences, and we want our audiences to reflect our larger socie-

"To me theater is really important, and it needs to be in the fabric of people's lives," she says.

The theater's goals ultimately reflect her own bias, Ms. Kosoff says—a passionate love of the theater. "What we're doing here in some ways is creating future theater goers. Children see it as something for them. That's how you build an audience that wants theater to be part of their experience, that doesn't want only to watch videos or go to the movies."—Z.I.

N UNDERGROUND ADDITION to Princeton University's Firestone Library has won a 1992 Honor Award from the American Institute of Architects. The addition contributes 55,000 square feet of stack and study space to the existing library, a Collegiate Gothic building on the campus's perimeter.

A formal arrangement of lawns and walkways covers most of the new space, but skylights illuminate its most important public areas—including three reading rooms, the largest of which nestles against the foundations of the old library. Above ground, the addition's most prominent feature is a small, tower-like structure that both marks the extent of the expansion and conceals a skylight over its major staircase. The skylights and reading rooms also serve to guide library users through the network of new underground spaces.

The addition was designed by Koetter, Kim & Associates of Boston.

-LAWRENCE BIEMILI ER

ACADEMIC

ADVISER

#### LETTERS TO THE EDITOR

### The Political Views of Nominees to the NEH Council

Stephen Burd's February 19 article on the proposed nominations to the National Council of the National Endowment for the Humanities t"New Fight May Be Imminent Over Nominations by Bush to National Humanities Council") quotes me accurately but incompletely on an important matter.

Mr. Burd asked for my reaction to the proposed nominations of Professors Elizabeth Fox-Genovese, Theo- my publicly stated views on matters dore S. Hamerow, and Alan C. Kors. I said that I was extremely pleased that the White House had seen fit to nominate such distinguished scholars of national stature to the council, and that I could support each of them individually. I went on to say that the American Council of Learned Societies' objection to the Carol language nomination last spring was on the basis of academic accomplishment and standing and that, by such a test, these were solid choices.

the range of political views among sponse was as quoted, although 1 concluded by saying that I did not think it would be appropriate to obty until we knew the names of the es of either your friends or mine). entire slate of nine nominees. I said, and I believe, that if all nine nominces have expressed similar views on the central problems of recent acawould be grounds for objection to the panel as a whole. The authorizing legislation calls for the council to represent the diversity of views in the

The distinction is important. Fox-Genovese, Hamerow (a former col-talistic in their assessments of higher universal truths, were conservative league of mine at Wisconsin), and Kors are people I know and for whom I have respect as scholars. They stand adequately upon their academic accomplishments.

It would be gratifying to think that this was the only reason that the demic countryside and towns." White House has selected them from among the hundreds of thousands of fact ignored my own prescription for

American humanities scholars poten- those who agreed with me. After nottially eligible for nomination.

President
American Council of Learned Societies
Senior Fellow in Public
and International Affairs

TO THE EDITOR:

Your article of February 19 inadvertently misrepresented several of of essential importance to current ac-First, you attribute to me the view

that "political correctness" had University of Beijing." In fact, what I have said is that the substitution of "sensitivity training" for behavioral penalties is a form of "thought reform" unworthy of free institutions and analogous to the lamentable, warned against a similar double stan-Burd then asked what I thought of jing. In my frequently stated view, universities ought to have behavioral codes that neither restrict free speech nor involve the thought-reform of involuntary "sensitivity

> More scriously, you attribute to ars in 1990, I argued that open-minded, free debate was the requisite of this age and urged scholars not to become closed to their colleagues or fa-power justified itself in the name of education. I then added: "And if your pessimism goes beyond mine, then simply bear witness or become the

ing that some in the NAS thought STANLEY N. KATZ about politicization in terms that ignored substantive issues of disagreement, I warned: "The danger of thinking about 'politicization' in such terms, however, is anti-intellectualism, a dismissal of ideas by virtue of their provenance, and a refusal to engage and debate what college professors these days honestly believe and advocate. It also divides academics who in fact might well agree on the difference between critically honest and tendentiously dishonest education into opposing camps of left and right. If the NAS adds to that polarizatransformed my university into "the tion, it will fail in its ultimate pur-

unspeakable double standard that prevails today on mutters of intellectual tolerance and pluralism," I afraid, is very much on us, for we must not become like those whom we the proposed nominees. My re- codes with behavioral penalties, would criticize, and we must recognize the terrible danger of intolerance that inheres in any effort to reform an any human system to be wholly true me the view that universities ought to haunt us at every turn. The scholarbecome monasteries amidst the bar-ship of 'race, gender, and class' into the National Association of Schol- are grounded in historical context; interests do mystify human thought. Mosca and Pareto, for example, who

> thinkers, lest we forget." I pleaded for what I termed "an authentic commitment to and respect monasteries of a new Dark Ages, pre- for intelligent pluralism," insisting serving what is worth preserving that while it was essential for scholwhile the barbarians ravage the aca- ars to "hold always to your intellectual standards of rigor, evidence and Please note well that your article in integrity," it was equally essential "ever to remind yourself about the terrible dangers of intolerance and ever to look for the heterodox ques-

tion well posed!" Having myself rejected the monas-"We must engage in a vast exercise of criticism and of the provision of kind of knowledge and light of understanding that we believe possible. In the final analysis, it is the relationship of theory to data and experience-it is the reality principle-that must decide issues.'

Finally, The Chronicle persists in maintaining my academic rank as 'associate professor," while in truth I have been for some time now a full litical incorrectness," diminution of rank has not been visited upon me.

**ALAN CHARLES KORS** 

Don't underestimate standardized tests

TO THE EDITOR:

The Linda Darling-Hammond/

After decrying what I termed "the

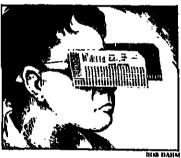
practice of such assaults on private dard from the critics of current aca- another example of many educators' conscience at the University of Bei- demic trends: "The burden, I am growing panic as a judgment day approaches. Shooting the messenger may delay the reckoning. For a little while. But the messenger did not cause the problem, and pretending that it did just will not sell. Aside intellectual domain. Mill's warning in from the vested interest that is so obiect to the lack of ideological diversitrating" (whether under the auspic- On Liberty, that it is rare indeed for vious in the anti-objective test position, there are at least two other funand its rival wholly false, should damental flaws in the arguments ad-The first flaw is the premise that if barism of this academic age. You deed has shed much light on neglect- we use a standardized, objective omitted the critical clause that intro- ed areas of human history, expres- multiple-choice-test format, we must

THAT

BAFFLE

duced that proposition. In my speech sion, and experience; texts indeed necessarily exclude all other testing

SOMEWHERE



methods. Not true. Go ahead, try to create vehicles that can measure "higher order" virtues like "creativity," "critical thinking," "expreswe need not let our flddling with tery analogy, I concluded as follows: these things delay assessing achievement of the basics. And we must not allow such fiddling to full us into acalternative works exemplary of the tually excluding objective assessment of readily recognizable substance. The most telling criticism of American higher education is not that we are failing to produce intellectual sophisticates; it is that we are graduating functional illiter-

There is also an apparent lack of appreciation of the substantial potential and usefulness of the multipleprofessor of history. Whatever pen- choice-test format. Of course everyalties I have or have not paid at the thing can't be adequately measured University of Pennsylvania for "po- this way. But the format is capable of very sophisticated assessment if properly used. The fact that the test taker must ultimately decide on a single, best conclusion does not in itself preclude a demand on thinking processes of the highest order to arrive at that conclusion.

Well-constructed multiple-choice tests can do an exemplary job of assessing not only factual knowledge. but also the understanding of concepts. The real problem is that it is Ann Lieberman diatribe against ob- not easy to create a good multipleective-outcomes assessment ("The choice test. It takes skill. But there Shortcomings of Standardized rate good examples that show that Tests," Opinion, January 29) is yet making good objective tests can be

done. Witness: certified-public-account exams, the IBM-programmeraptitude test, or the State Department's Foreign Service screeninges-

GREG JACKSON

THEMSELVES

OPINION

FRANCE

It is time for the education commu nity to stop stalling and stone walling objective assessment. Such self-serving efforts to protect our backsides by trying to keep assessment exclusively subjective, vague, mushy, and hence under our own jealous control, will only further erode the educational community's already limited credibility. Welcom the process and improve our act. We owe our clients a product of certified quality. It's a part of our job.

EDWARD A. NELSON

#### Panel did not censor conservative views

To the Editor:

In his letter in the January 22 issue of The Chronicle ("PC Atmosphere Reigns at Scholarly Convention" Laurence Jarvik, resident scholar at the Heritage Foundation, takes out of context my comments deliv sion," or whatever. Lots of luck! But ered at the November 1991 Amercan Studies Association meetings in Baltimore. He asked why Shelby Steele and Thomas Sowell were not included in our panel on the new Marlon Riggs documentary. "Color Adjustment: Blacks in Prime Time."

I responded that ASA panels con sist of ASA members who attend the annual conferences. Since neith Steele nor Sowell is a member, i would never have occurred to me to include them on the panel. I should add now that it is equally unlikely that Steele or Sowell would conside

> to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

> Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

OPINION

one of their professional associa-PATRICIA A. TURNER

#### An innoticed challenge for female teachers

TO THE EDITOR: For several years now I've been watching a set of figures in the annual survey "This Year's College Freshmen: Attitudes and Characteristics" (January 22) on which no one ever seems to remark. Although these numbers are very slowly-indeed men and 20.8 per cent of women still agree that "married women's activities are best confined to home and

What does this say about the challenge of establishing credibility in the classroom, if a married, female professor knows that roughly a quarter of her students don't think she should

KRISTINE OTTESEN GARRIGAN Professor of English DePaul University Chicago

#### Foundation gifts and conflicts of interest

TO THE EDITOR:

According to Liz McMillen's report on the John M. Olin Foundation ("Olin Fund Gives Millions to Conservative Activities in Higher Education; Critics See Political Agenda." January 22), defenders of conservative foundations argue that their parlisan activities are no different from those of foundations like Rockefeller, Guggenheim, Carnegie, Ford, or MacArthur that often fund liberal or radical scholars and journalists.

I see several crucial differences. however. First, few major liberal foundations, especially those funding the humanities, have had an express, partisan ideological agenda or direct ties to a party or Presidential administration—as Olin, the American Enterprise Institute, the Honver Institution, and the Heritage Foundation have had with the Republicans.

For example, a key adviser and beneficiary at Olin is Irving Kristol. long the leading matchmaker between conservative intellectuals and Republican administrations. Kristol promoted Olin's funding for Allan Bloom's paean to corporate capitalism. The Closing of the American Mind, which later was rapturously reviewed in The Wall Street Journal (where Kristol is on the board of contributors) by Kristol's son Williamwho is now Vice-President Dan Quayle's chief of staff. Yet these members of the intellectual Republican guard sanctimoniously accuse academic leftists of cronyism, power ust, and tendentiousness!

Conservatives argue that corpoal monopoly of leftists over humanistic disciplines, departments, and professional associations. The confinction that although left scholurs night indeed have their blases, they are usually biases deriving from independent study, not captivity to special interests. (No, I am not implying most special interests—only that once more going once most special interests sponsoring events that were already history. scholarship are conservative.)

Moreover, few liberally inclined

inviting me to one of the meetings of the special or class interests of their parent corporations or the families who own them, as is the case with the Olins, Coorses, Scaifes, and other patrons of right-wing think tanks and the National Association of Scholars. Every "objective, non-partisan" study sponsored by the Media Institute, for example, produces heartrending accounts of persecution by the mass media of virtuous, powerless big businesses such as Mobil Oil

Scholars or journalists who accept

Beneficiaries of these foundations who deny that their work is tainted by such sponsorship may be sincere, but if they want to convince anyone selves from this kind of patronage and compete in the market of independent scholars, thereby freeing themselves-as the saying goesfrom even the appearance of conflict DONALD LAZERE

Professor of English California Polytechnic State University at San I urs Obispo San Uuis Obispo, Cal.

#### Critic of MIA session defends her remarks

To the Editor:

Karen J. Winkler's detailed and all-inclusive report on the recent MLA convention in San Francisco ("Literary Scholars Mount a Counteroffensive Against a Bad Press, Conservative Critics," January 15) mentioned me as a dissenting voice and associated me with "conservative critics." [ wish she had taken the trouble to look up my record. I am not a member of the English department of New York University, but the former chairman of the Department of Com-

parative Literature, now emerita. Par from being conservative, I have been rebellious and avant-garde in my long years of research and writing on Dada/Surrealism. I am the sympathetic biographer of that archiconoclast André Breton, who catalyzed so much radical thinking. I have been a smasher of the canon by constantly including un-familiar authors from a multicultural spectrum in my syllabi.

My intention in speaking up was not to protect the "traditional analyses of literature." but to put on record the fact that the MLA, like other tate support for "their" scholars is large institutions, has many voices. Justified to counteract a conspiratoricreated that we are simply a homognized chorus championing obvious victues such as the prevention of a servative position disregards the dispointment to an august national committee for the humanities.

One of the largest sessions had presumably been convened to discuss the future of the profession. Instead that all conservative scholars are beholden to special interests—only that

Unpremeditated, unrehearsed, my foundations make a practice of fundhe can be make a practice of fundhe can be make a practice of fundwords gave vent to cumulative anger ing scholarship serving to advance portunity for debate, which is the life

and others that fund the institute.

funding under such circumstances are in effect acting as paid propagandists. Not even most conservatives would make the same allegation about leftists funded by the major libglacially—declining, 31.9 per cent of eral corporate foundations. Indeed. the findings of scholars funded by the Rockefellers, Fords, and Carnegies are often opposed to the latter's corporate and family interests, which would seem to be evidence that their charitable activities are truly impartial. But how many projects condemning the corporate wealthy have the conservative foundations spon-

but who had disappointed me and not already on their side, they are of how politically correct they were munication disability reflecting probethically obliged to dissociate them— as they read their repetitive reports—lems with words—in reading, spell-

New study on dyslexia:

#### questionable conclusions In Research Notes, January 22.

VS Hixson

you featured an item by David L. Wheeler, "Children with dyslexia may not have a distinct neurological disorder as is commonly thought, researchers say." In the reported study, published in The New England Journal of Medicine, Sally E. Shuywitz (and others) defined dyslexia as a discrepancy score representing the difference between actual reading achievement and achievement predicted on the basis of mensures of intelligence. They examined the progress of certain students from grades one to five-and came up with certain questionable conclu-

Anna Balakian

Their whole research effort is based on an ill-conceived definition.

source of intellectual dialogue. As tardation" (mild or severe) on this a long-standing member of the MLA. basis, dyslexia cannot be defined for I reprimanded colleagues I value diagnosed) in this manner. Dyslexia is not simply reading below one's to many others of our profession with level. It is much more than just readtheir unsophisticated demonstration ing retardation; it is a language comof bouts with government and the ing, writing, speaking, and listening. Thus, a reading achievement test and an 1Q test alone cannot determine the existence (or non-existence) of dyslexia. The researchers' definition is much too broad and general, and children in the study could have problems for a whole variety of rea-

> The researchers stated that only 28 per cent of the children classified as dystexic in grade one were also classilled as dyslexic in grade three. They went on to say that as many as educators may fall into the "he'll two-thirds of the children given this grow out of it" trap, and the child diagnosis early will not meet the cri- who is truly dyslexic will not receive teria in two years. Of course not, giv- the necessary understanding and en their definition of dyslexia. Be- services to alleviate the dyslexia. cause of maturational and developmental factors and behaviors, any attempt at diagnosing dyslexia before age eight is fraught with the possibility of misdiagnosis.

Any experienced early-childhood teacher knows that some children learn to read more quickly than others, but that the lotter may surpass the former as time goes on. Such teachers know that young students tend to reverse letters, may be confused about laterality, confuse words title of a journal. The correct name is While one may predict 'reading re- that are similar in appearance or The Journal of Social Philosophy.

"I started out in English, and then I went into sociology, and then for two semesters I was into biology, but what I really want is a physics major. Is there any way I can do that and graduate next semester?" sound, and are likely to have difficulties with sequencing. These experienced teachers also know that as young children mature and develop and move up through the grades. such behaviors tend to disappear as a result of natural muturation-which is obviously what happened to the students in Shavwitz's study. Those -first-grade children who "no longer

> had dyslexia" by third grade never had it in the first place. When dyslexic symptoms persist beyond that time when most childhood developmental conditions mature, then immediate steps should be taken toward positive identification. with remediation provided if the child is found to have dyslexia. My concern is that as a result of reading about Shaywitz's study, parents and

> > ANNE MARSHALL HUSTON

In a letter to the editor by Marilyn Friedman, published in the February 12 issue of The Chronicle, a word was inadvertently dropped from the

### Art Scholars Maintain a Damaging Silence on Restoration

Continued From Page B3

ing museums, and in university-related research centers, but there has never been a single, open debate in which opposing positions and views have been aired. Think of it: Probably the most significant art event of the generation has produced no real open debate สตาอกฐ แcademics.

1.EARLY, it is desirable, if not essential, to move the discourse concerning restoration beyand polemical exchanges about the merits of one project or another. What appears to be lacking is an overview of all the issues involved and a set of standards for restoration by which individual projects can be evaluated. If some general propositions can be thoroughly discussed, we might ultimately reach a consensus on appropriate standards. With this in mind, I have proposed a "Bill of Rights for a Work of Art" (in the winter 1991 issue of Notes in the History

of Art, Page 106): All works of art have the inalienable right to live an honorable life and should not be subject to inappropriate interference.

■ All works of art have the inalienable right to remain in their original abode rather than being shipped around the world for display.

■ Restorations should not be undertaken for nesthetic reasons alone, but only for carefully controlled maintenance, because of the inherent possibilities of damage in any restoration.

Instead of art's being transferred to metropolitan centers for grand exhibitions, it is more desirable for interested individuals to travel to the works.

If academics and their institutions are to have credibility, they must remain open to free and vigorous debate on issues vital to their field and to our culture. Professors and curators have tenure precisely to allow them to take positions that may be controversial or unpopular. By refusing to do so, the art-history establishment has failed to demonstrate itself as a viable, responsible discipline in modern society and runs the risk of reducing itself to a mere antiquarian

James Beck is a professor of art history at Columbia University.





"Enough about my oeuvre.

What about yours?"

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Wisconsin 11, 21, 21, 24, 32, 36, 38, 46, 44, 48, 52-54, 36, 59-62, 65

### BULLETIN BOARD: Positions available UNIVERSITY OF BAHRAIN

University of Bahrain invites applicants for the minutees of academic posts at various level in the following areas of specialization:

I. COLLEGE OF ENGINEERING a) Department of Mechanical & Chemical Engineering

4) Department of the smallest of Commental Engineering

• Transport Phenomena and Utill Operations (Assur into Professor)

• Chemical Engineering Plant & Equipment Design (Assistant Professor)

• Perfoleon Technology (Assistant Professor)

• Production Technology (Assistant Professor)

• All Conditioning & Relationation (Lecture) b) Department of Electrical Engineering

2. COLLEGE OF BUSINESS ADMINISTRATION a) Business and Management Department

 Asistant Prolessor, Associate Prodessor, Specialization: Accounting with the Eactground necessary for leaching advanced courses in Asia, agond Accounting, Cost Accounting, Computerized Accounting Systems and Accounting Theory Qualifications: Ph.D. or Accounting with pilority given to applicants with relocant academic and practical experience. Holders of CACPA or expressions are also moned to

apply
b) Office Management Department
a information Technology
Office Management & Applied Computer
Qualifications: Ph.D. in Office Management with priority given to applicates with relevant academic and practical experience. Camindates with MRAMSs, and extensive academic legislations are such as under

3. COLLEGE OF SCIENCE a) Department of Physics

Theoretical Condensed Matter Physics (Associate Professor, Assistant Professor)
 Surface Physics (Associate Professor, Assistant Professor)
 Ingineer the repairing/maintaining, tick-limitg, so certific devices, especially in Physics) such as ETIRI UV - visible - Near UK. Astas fluorescence, Astay Utitraction,, etc.

b) Department of Chemistry Analytical Chemistry—Instrumental (Assistant, Associate Professor)
 Engineer (in NUCLEAR MACINETIC RESONANCE)

BACKGROUND in operating and manufacturing the afforce mentioned non-little c) Department of Computer Science Computer Science (Assistant, Associate Professor, Lecture))

Assistant, Associate Professor, with specialization in pure mathematics. Algebra, Analysis, Originalizations, or (Hustiette al Statistics).

4. COLLEGE OF ARTS a) English Language Department

Assistant Professor, Lecturer; their area of specializations must be in TSU, TTU, TSP

Professor—in English Literature

S. ENGLISH LANGUAGE CENTRE flacture) English Language Centre: Applicants should be holders of MV degrees in TEFL or LESA, and have two bing respection of of a feast four years, protectedly in the Mddle East; especience in teaching USEP will be an advantage, but not a require.

1. Applicant for the specializations listed ABPST BL builders of a Pto Octobaster subgroup from a recognized invertisty and have smitable teaching experience. Ph 11 probabile 2. Appointed may have to leach have level connect in any specialization without the subject area.

3. The contract will be for two years, renewable.

The University of Bahrain offers the following benetits:

1. Subble furnished accommodation 2. Free medical services within the State system for the appropriate and deponds of turnly Decursion articles for the appearance sponse and copies of a refer that it among sponse and copies of the appearance sponse and copies of agents a refer that years of age for travel. (12 and 1 RC ISS Balaram, no history source is so about 4. Che additional mainth's salary for can be considered complete of action for construction of the larger says of University of University of University (20 University of University Complete of action for the City 5. Allowance for shipment of some agrandom present of the City 5. Salary scale for various sanks as follows:

5. Salary scale for various sanks as follows:

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Superintendent, Recombinent A. Lianong Personnel Department University of Habitato P. O. Ros. (2018) Secret Habitato

for any fundor information please it all 449222 449244 (including the advention for the expl of applications is the last day of the funding excellent decoy this advention in or American It of Bahman will reply to mornioaled application only

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brailvely with faculty and members of a conselling team. The position reflects a cumpetitive salary and excellent fining benefits and a fetter of application, a current stand, and three reference letters by blanch Did to: Dean of Freshmen. How the proposed proposed processes of the proc

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Administration: According to Dean University of Virginia School of Low Qualified realisticities and with strong background in data being receptage operation, management and conjecture, a percential within a fee data and records incomparational design and implymentation of computatived systems, office conjectures, appearing research decign as or consistent School of Low University of Virginia, Clashiftent of Lowering of Virginia, Clashiftent in Plane 1994. Attention, Associate to Plane 1994. The Line security of Virginia 2001.



#### **NATIONAL UNIVERSITY** OF SINGAPORE

#### Full Professorship in **Chemical Engineering**

The National University of Singapore is pleased to invite applications to the post of full Professorship in the Department of Chemical Engineering. The appointee will be an outstanding scholar who will provide leadership in the teaching and research programmes of the Department. The Department of Chemical Engineering is the only Department. In Singapore which provides training for professional chemical engineers. As with the other engineering disciplines, the Department offers a four-year undergraduate programme leading to the award of BEng (Chemical). Postgraduate studies leading to the award of MEng and Ph.D. are also available for qualified students.

for qualified students. The present student enrolment is about 280, including 30 postgraduate students. The Department has an academic staff strength of 28 including 5 Research Scientists and 1 Professional Officer.

Research interests currently being pursued by staff members may be broadly classified into six main areas, namely blochemical engineering, electrochemical engineering, polymer science, process control, separation technology and transport phenomena.

Comprehensive laboratory, library and computing facilities are available for both teaching and research. Research programmes are supported mainly by funding from the Government and partly from industry. Ample opportunities are available for industrial collaboration and consultancy.

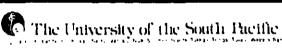
Besides a competitive salary package, leave and medical benefits will also be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratulty, a settling in allowance of \$31,000 or \$32,000, subsidised housing at nominal rentals ranging from \$\$100 to \$\$216 p.m., education allowance for up to three children subject to a maximum of \$\$16,425 per annum per child. passage assistance and baggage allowance for the transportation of per-sonal effects to Singapore Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar

Application forms and further information on terms and conditions of service may be obtained from:

The Director Personnel Departme

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511
New York, NY 10022, USA
Tel: 212-751-0331

Enquiries may also be sent through BITNET to: PERLY 60 NUS3090, or through Telefaxi (65) 7783948. ......



POST 91/102 Candidates are expected to possess undergraduate and postgraduate degrees in Suciology with teaching and research specialisation in one or more of the following areas Sociological Theory and Methods; Sociology of the Family; Sociology of Crime and Deviance; Industrial Relations; Issues in the Sociology of Migration; Sociology of Development and Public Policy, and Resource Management.

LECTURER I IN SOCIOLOGY—

Addutionally, the successful candidate should have teaching and research experience in a developing country, and have published in their area(s) of teaching, and research interests. Willingness and ability to teach large introductory classes will be an added advantage.

The Department of Sociology offers courses through the University's Distance Education Programme and candidates with experience in course preparation and teaching in the distance mode are encouraged to apply. Additionally, the Department contributes to teaching in School courses such as Social Survey Methods and Data Analysis Women in Society, and the Post Graduate Programme in Development Studies. Successful candidates will be required to participate in some of these.

Salary will be in accordance with qualifications and experience in the salary range: Lecturer 1: F\$20852-29629.

The University also provides gratuity amounting to 15% of basic salary; appointment allowance; parity furnished accommodation at a rental of 12.5% of salary; and a contribution of 10% of basic salary towards an approved superannuation scheme. Appointment will be for a contract period of three years and may be renewable by mutual agreement. further information may be obtained from the Assistant Registrar (Staffing), (Telephone 313900; Telex FJ2276; Fax (679) 303437).

Candidates should send THREE COPIES of their cuntculum vitae with full personal particulars, names and addresses, including lax contacts of three referees and date of availability. In order to expedite the appointment procedures, applicants are advised to ask their referees to send confidential reports direct to the University without waiting to be contacted. Applications should be sent to the Registrar, the University of the South Pacific, Suva, fill, to teach her no later than 15 March 1992.

knowledge in project management, finance management and personnel management. Knowledge of computer applications in data and project management, graphics and spreading are communicated elegaty and conclety over the elegator. In writing, and in person with students, faculty members, university administrators, and with speciment and industry representatives. Familiarily with concepts of environmental suscessment and industry representatives. Familiarily with concepts of environmental suscessment and industry representatives. Familiarily with concepts of environmental suscessment and industry representatives. Familiarily with concepts of environmental suscessment and in person with students, faculty members, university over the elegator, in writing, and in person with students, faculty members, university over the elegator, in writing, and in person with students, faculty members, university and project of environmental substances and in person with students, faculty members, university over the elegator, in writing, and in person with students, faculty members, university over the elegator, in writing, and in person with students, faculty members, university over the elegator, and in person with students, faculty members, university over the elegator, and in person with students, faculty members, university over the elegator, and in person with students, faculty members, university over the elegator, and in person with students, faculty members, university over the elegator person with students, faculty members, university over the elegator person with students, faculty members, university over the elegator person with students, faculty members, university over the elegator person with students, faculty members, university over the elegator person with students, faculty members, university over the elegator person with students, the telephone, in winning, and university with tradecity, facility members, university seminavitation, and with government and industry representations familiarily with cornecpts of environmental issues, accounting procedures, research and appropriate technology is espected. Travel to give presentations and to represent the University is a certainty. Salary roomensurate with experience, a complehenoise fringe benefits a catagories and three letters of reference than a charge is included. Letter of gaptication, resumt and three letters of reference than to the control of the control of

**Bulletin Board** (202) 466-1050









#### FACULTY OF THE SCIENCES

### Dean

The University of New England-Armidale, Australia is the largest component of the network University of New England. Situated in the picturesque Northern Tablelands of New South Wales, Australia, it has four faculties headed by Deans with academic, administrative, leadership and management responsibilities. Together with the Principal and the Director of Administration they form the executive team of UNE-Armidale. Following the appointment of Professor Ian Falconer to the position of Deputy Vice-Chancellor (Academic) at the University of Adelaide, UNE-Armidale is seeking a distinguished scientist for the position of Dean of the Faculty of the Sciences.

The Faculty comprises departments within the Schools of Science, Rural Science, Natural Resources and Mathematical and Information Sciences. It has major developments underway in rural industry-based research, and in environmental, electronic and communications engineering. It has over 300 staff and 1400 students with a total teaching and research budget in excess of \$22 million. The Faculty operates a number of service units including extensive Rural Properties, an Electron Microscope Unit and an Animal House.

Applications are invited from scholars in any field of science. Candidates must be of high academic standing, with a distinguished record in research and teaching. They must be able to exercise effective leadership within the Faculty, and be able to represent the Faculty within UNE-Armidale and the wider community. Applicants must be able to demonstrate appropriate management and administrative capabilities, including those of a financial nature, of a high order as well as excellent interpersonal relationship skills.

Appointment as Dean also carries the rank of Professor and is for a fixed but renewable term of 5 years. The appointee will be expected to maintain an active research interest in their discipline.

The salary is that of Professor A\$73,800 (Level E Academic), rising to A\$77,900 p.a. on 23/7/92 plus an appropriate allowance (currently under review). It is possible to package the allowance. Further information can be obtained from the Principal, Professor Clifford J. Hawkins 61 67 73 2144.

Closing Date: 8th April, 1992. Applications should be addressed to the Director, Personnel Services, University of New England-Armidale, Armidale, NSW 2351, Australia, telephone 61 67 73 2678, and should include the names, addresses

and telephone/facsimile numbers of three referees. The right to fill this position by invitation, or to make

Armidale Equal Opportunity is University policy

Student Recrutiment. The University seeks applications for an admissions officer for minority student recruitment. Position reports to the Director of Admissions and has pripary responsibility for the recrutiment and evaluation of minority student prospects and applications. Bachelor's degree (BA/BS) required. Must have demonstrated achievement in admissions or related experience including caractly to exercise critical informat and function cooperatively with all segments of the ecademic community. Communication and organizational skills, ability to relate effectively with qualified students and to successfully meet varied constituent publics are important. Responsibilities involve travel, Interviewing campus visilors, participation in applicant review and assisting in orientation programs. Submit fetter of application (one page) and resume to Director of Admissions, Pairor Hall Station 6030. University of Montevallo, Montevallo, Alabama 33115-6000. Review of applicants is to be jud on Wednesday. April 1, 1992. Position available on Wednesday. April 1, 1992. Position available on Wednesday. The University is an Affirmative Action, Equal Opportunity Employer.

Admissions: Director of Admissions. Maryville University 51. Louis is seeking a Director of Admissions to be responsible for
designing and coordinating the recruitment
efforts for enrolling tradispant age freshmen in the university. Minimum qualifications include: Bachelor's degree green and
degree preferred; experience in administimutus positions related to traditional age
enrolliment management; murketing research and date analysis capabilities; excellent communication skills; ability to supervise personned; murketing and service oricutation; strong motivation and initiative.
Maryville University-51, Louis is a co-educational, community fucused, care-coriented, liberal arts institution of some 3.300
ytudenty with a ten-year record of steadily
increasing enrolliments. The university is
located in a rapidity growing suburban area
of St. Louis County approximately 20 miles
west of the Gateway Arch. Please send
ower tener, detailed, resumé, and the
names of three professional eferences by
March 20, 1992 to: Ms. Diana B Diertyerg,
Director of Human Resources. Maryville

University, 13550 Conway Road, St. Lou-s, Missouri 63141. AA/EOE.

is, Missouri 63141. AA/GOR.

Admissions / Recruitment and Admissions. The University of West Florida. The University of West Florida. The University of West Florida is seeking an Associate Director of Recruitment and Admissions who can bring a creative and dynamic dimension to the University's student recruitment proteam. The position is available starting July 1, 1992. Located in Persacola. Florida, The University of West Florida is a regional public lostitution serving Northwest Florida and an urban area of approximately 300,000. Five military bases are in the immediate vicinity. With over 7,800 students, the University offers undergraduate and graduate programs in the Colleges of Arts and Sciences, Business, and Education; the Division of Computer Sciences; and the Office of Extended Learning. The Associate Director of Recruitment and Admissions reports to the Director of Recruitment and Admissions and is responsible for development and Admissions and is responsible for development. Implementation, and supervision of the University's student recruitment of the University's and student recruitment programs. Salary. \$25,810-46,500. Qualifications: Evidence of creative, dynamic approach to recruitment of fushmen, upper division, and sundauda students including minorities and females; evidence of experience in the design of recruitment of contractions. with fresh ideas about recruitment of freshmen, upper division, and graduale attudents including minorities and females; evidence of experience in the design of recruitment materials; four years; successful experience in student recruitment; experience in student recruitment; experience in student recruitment; experience in the use of computers in recruitment programs; shiftly to interact effectively with diverse groups of people, prospective students, parents, alumni, faculty, school personnel, and community members; excellent written and orat communitation addition and community members; excellent written and orat communitation addition as delicit related to the duties of the position. Application procedures. Applications should submits a letter of introduction indicating interest in the position, describing experiences relating to the qualification, a vita, references, and at least three ferences and a least three ferences, and at least three ferences, and a features of recommendation by March 15, 1992 to: Chairperson, Search for Associate Director of Recruitment and Admissions, The University Parkway, Renascola, Florida 32514-5750, UWF is an ECPAA employer.







THE UNIVERSITY

OF HONG KONG

Department of Anatomy

Readership/Senior Lectureship (tensble from September 1, 1992—Ref. 91/92-71)

(tensure from deptember 1, 1892—Ref. 91/92-71)

Applicants should have a higher degree in a relevant scientific subject or a medical or dental degree. They will be expected to be experienced teachers who can provide academic leadership in the teaching of one or more of the anatomical specialities. They should also have a strong commitment to research with evidence of original achievement and standing in their chosen field.

Applications are invited for the following posts:

#### **AMERICAN UNIVERSITY** IN BULGARIA

Applications are now being accepted from faculty interested in teaching at the American University in Bulgaria (AUBO). The AUBO has been established with the assistance of the University of Maine, which has special authority over academic standards and programs. The AUBO, a college in the American liberal arts tradition, is currently in its first full year of operation. It is located in Biagoevgrad, a city of 75,000, approximately 80 km west of Sophila. The statemic body for 1992-93 will consist of both first- and second-year students and is projected to be 350-400. Students are admitted through an open, competitive process and come from several countries. All instruction will be in English.

QUALIFICATIONS: Both earned doctorate and evidence of ongoing scholarly activity expected in major field of specialization. Also expected: three years' teaching experience; evidence of ability to assist in student learning and to work interactively with students; and evidence of ability to work interactively with students; and evidence of ability to work interactively with colleagues.

Appointments are for one or two years, beginning September, 1992. Safary and rank are negotiable and based on experience. All positions are contingent on final funding approval. OPENINGS FOR THE FOLLOWING:

Administration—teach introductory courses in accounting and in administration, covering business, public, and non-profit administration; help design a major in administrative sciences. (I position)

Computer Science—teach introductory and intermediate courses in computer science; help design a major in computer science; may also assist in administering compus-wide computer services. (2-3 positions) Applied Economics—teach introductory and intermediate courses including international trade; help design a major in applied economics. (1-3 positions)

English—(each composition, literature, and public speaking. Preference given to individuals with specialization in American literature, the novel, Shakespeare, literary theory, and women's literature. Also help design English major. (2-5 positions)

Modern Languages—teach French and Gennan language courses at all undergraduate levels, intermediate through advanced. (I position) History—teach introductory modern world history courses and help design a major in history expertise in Balkan history desired. (1-2 post-tions)

Mathematics—leach calculus and linear algebra, as well as a required core course in probability and statistics. (1-2 positions)

Philosophy of Science—teach introductory course in methods of philosophy of science that focuses on epistemology and inquiry. Should be able to contribute to development of curricula that helps students understand issues of inquiry and methodology. (1 position)

Political Science and International Relations—teach introductory political Science and International Relations—teach introductory political science and international relations, and intermediate comparative politics; hetp develop a major in political science and international relations. Candidates must be able to approach topics from comparative and interdisciplinary perspectives. Preference given to at least one individual with specialization in comparative politica, political parties and public opinion, or methodology. (1-2 positions)

Anthropology and Sociology—teach introductory courses in anthropology and sociology, and special topics course in area of specialization. Also help develop courses to meet social sciences distribution requirements. (1-2 positions) Journaliam and Mass Communication—teach introductory course in mass communication and work with external consultants to develop major. Academic background in social sciences desired as is proven grant-securement ability. (1 position)

Applicants should include a cover letter; a curriculum vitae; and names, addresses, and telephone numbers of references. Send to AUBC Faculty Selection Committees, University of Maine, 209 Alumni Hall, Orono, ME 04469. Applicants should request that referees send letters directly to Selection Committee. Review of complete applications will begin March 8. The University of Maine is an Affirmative Action, Equal Opportunity Employer.

#### ADMINISTRATIVE AND FACULTY **POSITIONS**

#### Miyazaki Prefecture, Japan

A new Japanese college in Miyazaki Prefecture seeks founding Administrators for Library, Business Office, Registrar, Student Affairs, Study Abroad, Student Admissions, and Public Relations, Applicants should be experienced as well as fluent in Japanese and English.

Faculty are sought in the fields of Anthropology, Art History, Comparative Religion, Economics, ESL. History, Information Science, Philosophy, Political Science, Social Psychology, and Sociology. Applicants (other than ESL and Information Science) should be capable of teaching basic courses in their disciplines as well as problem-centered courses and courses which focus on some regions of the world other than the USA and Japan. Faculty applicants should hold a Ph.D. or its relevant field equivalent.

Founded in 1947, Miyazaki Educational Institution (MEI) is establishing a infigure (and as yet unnamed) four year college with the assistance of Claramont's Pitzer College. Scheduled to open in 1994, the new college will offer a curriculum, international in scope, grounded in the humanities and social sciences, and confronting worldwide human problems and issues in a spirit of intellectual collaboration and free inquiry. MEI will draw its faculty of men and women from within and outside Japan. Courses will be taught in English and Japanese. Knowledge of Japanese language is not required for the English-speaking faculty.

All appointments are for an initial world.

All appointments are for an initial period of two years and are renewable. pointments may begin in 1994 or 1995, but most will begin in 1994 or 1995, but most will begin in 1996. An application letter, réaumé, and three letters of recommondation should be received by April 1, 1992. To: Miyazaki Search, Pitzer College, 1050 N. Mills Avenue, Claremont, California 91711.

Agricultural Economics: South Carolina Sinte College (SCSC). Chalipprison of the Department of Agricultura and Reconomics. South Carolina State College. School of Business hydres a projections for the projections of Business profess of the Agricultural Responsibilities incide croyking leadership to the Department, inchaling student adviscement and reconfiguration of the Agricultural student adviscement and reconfiguration of the properties of the projection with the projection of the projectio

Interested candidates are asked to submit résumés, official transcripts, and three ref-erence letters, by April 15, 1992, to Dr. Suresh Loudia, Chair, Search Commitsee, Box 1276, 300 College Street, N.B., Oran-geburgs, South Carolina 29117, South Caro-tina State College is a land-grant (1890) in-gitudion with about 7,000 total enrofiment. SCSC is an REOVAA ensployer.

Asimal Science: Assistant/Associate Pro-fessor in Animal Science. Department of Asriculture, Murray State University. The Department of Asriculture, Murray State University, invites septiculture, For Assistant/Associate Professor in Animal Science. The applicant must hold an eproest decop-sic in Veterinary Medicine with specializa-

Academic Positions - Saudi Arabia

A Prestigious Engineering Technology-oriented College invites applications from qualified candidates for the following positions:

 Assistant Professors: Electronics Engineering, Computer Engineering, Manufacturing Engineering, Systems Engineering (Instrumentation), Mechanical Engineering, Chemical Engineering. Ph.D. degree in the specified discipline with at least 4 years' teaching experience (professly with practical work experience related to industrial specialization).

2. Teachers EFL (English as a Foreign Language)

A Master's degree in EFL/ESL/Linguistics with at least 4-0 years' teaching experience; previous teaching experience in the Middle East will be highly destrable. 3. Manager, Curriculum Development

A Ph.D. degree or a Master's degree in a related discipline with 4-6 years' comprehensive experience in Curriculum Design & Development for Engineering Technology specializations and academic studies pro-

4. Curriculum Specialist

A Master's degree with at least 4-8 years' practical experience in design-ing and developing of complex curriculum related to Engineering Tech-nology specializations and academic studies. 5. Senior Planning Specialist

A Master's degree with 4-6 years' practical experience in manpower planning, organizational systems & development and budgetary con-

Family or single status, competitive tex-free salary, free furnished ac-commodation, free medical, paid annual holidays with return air fare, and local transportation allowence.

Sond urgently your expanded C.V., copies of qualifications and indicate your present salary, your availability and telephone numbers.

Reply to: Managing Director P. O. Box 30430 Madinat Yanhu Al-Sinaiyah Kingdom of Saudi Arabia Tel. No. (4) 394-8111 Fax (4) 382-8213

### BEIRUT UNIVERSITY COLLEGE

#### **Faculty Positions Available** in Beirut and Byblos, Lebanon

Beirut University College, located in Lebanon with campuses in Beirut, Byblos and Sidon, is interested in receiving vitae of persons who will have completed the terminal degree in their specializations (in most areas, the doctorate) by the date for which the appointment is sought.

Beirut University College is mainly an undergraduate college with graduate programs in business studies and computer science. It is chartered by the Board of Regerits of the University of the State of New York and has a total enrollment of about 3,500 students. BLIC is an equal opportunity employer; however, since United States chizens are, at present, not allowed to travel to or reside in Lebanon, applications from U.S. citizens cannot be considered until this restriction is fifted.

Openings are available in the following fields:

Computer Science Business Studies (Accounting, Management, Marketing)
Education
(TEFL and Elementary Education)
Elementary Applied Arte Fine and Applied Arts (Advertising, Interior Design, Computer Design) Library Science

Sociology and Anthropology Psychology Physical Education and Sports Management

Vitae may be sent to:

Academic Deans Behut University College 475 Riverside Drive, Room 1846 New York, New York 10115-0065

Interviews will be conducted between April 15 and April 30, 1992 In New York City or in Washington, DC or at a time arranged by Job candidate and the dean.

tion in Large Animel Medicine. The person must be knowledgepble in the areas of swine production and management, This is a tweive-month, tenure track faculty position. Responsibilities will include teaching, managing the MSU Boar Test Station, supervising the MSU Boar Test Station, supervising the MSU Boar Test Station, supervising the University swine operation and assisting in maintaining health of University animals, Because of the nature of the position, this person must live in Murrary or Calloway County. The notifies will not the management of the position, who was the management of the position, this person must live in Murrary or Calloway County. The notifies will not the management of the position will not the management of the position will not the management of the management of the management of the management of the production of the production of the management of the production of the

the position, this person must live in Murray or Calloway County. The position will start on July 1. 1992 or as soon as the position is filled. Please send letters of application along with official college transcript and resume, accompanded by these or more references by May 1. 1992 to: Dr. Terry Canerdy, Chairperson of Selection Committee, Department of Agriculture, Murray State University, Murray State University, Murray State University, Murray State University of the Committee of the Daylor of the Committee of the

rate with qualifications. The selection process begins March 15, 1992, and will confine up until the position is filled. Letters of Interest and gominations should be submitted to: Chair, Search Controllites, School of Architecture, 202 Dudley Commons, Auburn University, Alabama 36849-3313. Auburn University is an Affirmative Action, Equal Opportunity Employer; wopen and minoraliss are encoursed; wopen and minoraliss are encoursed.

Art: The Visiting Artist in Painting. Eligible candidates must hold an M.R.A. and provide credentials which include teaching experience and a substantial exhibition record. Candidates must not currently reside or work in Maryland. Letters of recommendation will be required before a contract can be finalized. The position will be for one year only. Salary will be regulable. The position will require cight (8) contact teaching hours in studio; a day class with combine painting levels in oil sudio; a second studio class will be included in the evening schedule; a public silde tecture of personal work will be scheduled during the first semester; and the community will be informed. The Visiting Artist Exhibition will be shown in the Holtzman Gallery sometime during the account of the community will be informed. The Visiting Artist Exhibition will be shown in the Holtzman Gallery sometime during the account of the community will be informed. The Visiting Artist Exhibition will be shown in the Holtzman Gallery sometime during the account of the Carmen Robo, Art Department, Towson, State. University, Towson, Maryland 1244. Please en close self-andressed stamped envelope for the return of slides. Closing date: April 1, 1992.

ocanumity will be informed. The Visiting vilat Exhibition will be shown in the riodizman Callery sometime during the active responsibilities: curriculum, planning, briodizman Callery sometime during the active responsibilities: curriculum, planning, bridge, student advising, and overall manifect to Carmed Robb, Art Department, Towson, Maryland 1204. Please enclose soil-addressed stamped envelope for the return of slides.

State University Towson, Maryland programs, Mine-mouth appointment. Research of the return of slides.

Closing date: April J. 1992.

Art: Department Head: Six-person department offering B.A. and M.A. seeks slynaphic leader. Teaching specialization ceramic leader. Teaching specialization ceramic leader. Teaching specialization ceramic laterative programs and transfer description.

The Chronicle of Higher Education • March 4, 1997

liqual opportunity in employment is University policy.

THE UNIVERSITY

OF QUEENSLAND

#### Lecturer/Senior Lecturer in Mineral Processing (Tenurable)

Department of Mining and Metallurgical Engineering

The Department of Mining and Metallurgical Engineering offer undergraduate and postgraduate courses in mining, mineral process and manufacturing and materials engineering and in mineral chemistry and materials science. It currently has a postgraduate school of 40 PhD's and 33 Master students. This research is carried out at the St Lucia campus and at the Julius Kruttschnitt Mineral Research Centre.

The successful applicant will be responsible to the Head of Department and will be expected to take an active part in Department and will be experted to take an active part in undergraduate and postgraduate teaching, and to provide leadership in research. Undergraduate teaching will be in the general area of mineral processing. Industrial/research experience in mineral processing would be desirable. The appointes will be expected to take an active part in general departmental affairs and to accept a share of administrative responsibility.

Applicants should hold a PhD in a relevant field or

equivalent qualifications. Demonstrated research performance will be necessary for appointment at Senior Lecturer. Industry experience will also be welcomed.

A relocation allowance is payable to an appointed from Salaries commencing within the range: \$39,463-\$47,150 Lecturer on a scale rising to \$48,688 p.a.

\$48,688-\$56,375 Senior Lecturer on a scale rising to \$57,913 p.a. Superannuation benefits apply.

Professor A.J. Lynch

Department of Mining and Metallurgical Engineering The University of Queensland Qld 4072 Australia Ph: +61 7 365-3919

Fax: +61 7 365-3888 Closing date: 22 March 1992 Reference no.: 09692

Please forward applications and resumé to the Director, Personnel Services, The University of Queensland, Qld 4072,



University of Technology

#### **Tenurable Senior Lecturer** Educating Computing (Ref 1609) COMPUTING CENTRE

The Curtin Computing Centre provides computing services to support the teaching, administrative and research functions of Curtin University. Emphases of the University's Information Technology Plan for 1991-95 are the development in the use of IT of all staff within the University and development of the use of information technologies in teaching and learning.

A vacancy exists for a senior lecturer to head the Educational Computing Services, the section responsible for user services. The appointee will be a member of the menagement team of the Computing Centre. Responsibilities include the provision of computing support services, staff training and development in the use of computing, user documentation and software libraries on meintainness and personal networks and the development of Computer Based and Computer Menaged Learning within the University.

A relevant higher degree and considerable experience, including tertiery leaching

The position is tenurable, however the University is interested in receiving applications from persons preferring a Limited Term Appointment.

Further information including selection criteria can be obtained from the Director, John Whiship (619) 351 7431. Applications including the names, addresses and telephonetres numbers of three referees should be addressed to the Director, Computing Dentre by 31 March 1992.

Applications to quote reference number. Salary range: Senior Lecture \$48,883 - \$57,913 (Aust) per annum. Tenurable Appointments provide permanent scademio tenura after tirse years' satisfactory service. Lieutad Term Appointments are smallable initially for one to three years; appointments for a further four years may follow. Conditions for interdationersess appointed include airlanes and removal assistance. Curtin reserves the right to appoint by invitation,

CURTIN IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDES A HO-SMOKING WINST PAINTNEY AND PROVIDES A HO-SMOKING

and University, Natchitoches, Louislill Breit Ha. 27 Strongel, Northwestlill Breit Ha. 27 Strongel, Northwestlill Breit Ha. 27 Strongel, Northwestlill Control of the Control of Hall Strongel, Nathana and Hall Strongel, Parish Strongel,

University of Maryland College Park

Department of Curriculum

Two tenure-track faculty posi-tions at the Assistant Professor level in science, social studies, and teacher education or a com-bination of these areas. Teach undergraduate and graduate courses in area of specialization. Earned Dectorate in appropriate field of oducation. Teaching ex-perience required in early child-hood settings or in elementary or middle schools. Minorities are strongly encouraged to apare strongly encouraged to ap-

(tenable from September 1, 1992—Ref. 91/92-79) Applicants should have a higher degree in a relevant scientific subject with post-doctoral research experience or a medical or dental degree

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and clinical experience.

Appointees to both posts will be expected to undertake general teaching duties for pre-ollnical students of medicine and dentistry in one or more of the anatomical specialities and to contribute to the department's research programmes and supervision of graduate studies. Preference may be given to applicants who have research interests in one of the department's existing areas of expertise which include Animopology, Cancer Biology, Cell Biology, Neurobiology, Neuroendocrinology and Reproductive Biology, Medically qualified graduates who have just completed their pre-registration year will be appointed as Lecturer at the minimum point of the scale.

Annual salaries (superannuable) are on the scales: Reader HK\$501,120-865,700

HK\$501,120-665,700
(9 points); Senior Lecturer HK\$480,360-645,300
(9 points); Lecturer HK\$309,120-516,480 (11 points) (approx. US\$1 = HK\$7.70 as at 12 February 1992). Starting salaries depend on qualifications and experience. At current rates, salaries tax will not exceed 16% of gross income. Childron's education allowance, leave and medical banefits are provided; housing or tenancy allowances are also provided in most cases at a charge of 7.5% of salary.

Ruther particulers and application forms may be obtained from Appointments (40368). Association of Commonwealth Universities, 30 Gordon Square, London WCIH OPF, UK; or from the Appointments Unit, Registry, University of Hong Kong, Hong Kong (Fax (852) 5592058, E-mail APPTUNIT@ HKUVM1.HKU.HK). Closes: 15 April 1992.

SCHOOL OF SOCIAL SCIENCES

#### LECTURER IN SOCIOLOGY

(Tenurable) A\$39 463 - A\$48 688pn (Level B. Leademic)

Ref 92041 C. Available immediately in the Sociology Discipline which has a strong commutatent to the integration of theory and research methods. To contribute to undergraduate and postgraduate teaching and research supervision.

Essential criteria include PhD in sociology or equivalent, ability and willingness to teach in one of the core areas of theory or research methods or introductory sociology, as well as in a substantive specialty, and an active research profile. Research and feaching interest in one or more of the following desirable, aboriginal society, epistemology, the environment social organisations sociology of culture: development: family, use of advanced italive and/or quantitative methods mown research Other areas considered

Further information from Associate Professor Williams, telephone (618) 201-2628 (ax (618) 201-2566 appointment will not normally be made above

Applications, addressing the selection criteria, quoting the reference number, and giving full details of qualifications and experience and the names, addresses and facsimile numbers of three referces of whom onfidential enquiries may be made, should be ledged, in duplicate, with the Manager, Human Resources, The Flinders University of South Australia, GPO Box 2100, Adelaide SA 5001, Australia by 27 March 1992. The University reserves the right not to make an appointment, or to appoint by invitation. Equal Opportunity is University Policy.

### FLINDERS UNIVERSITY ADELAIDE AUSTRALTA



and Instruction

Faculty Positions August, 1992

For more information, call (301) 405-3324. Submit letter of application, curriculum vitae, evidence of scholarly activity, and three letters of reference to: Curriculum and Instruction Search Committee, 2311 Benjamin Building, University of Maryland, College Park, MD 20742. Screening of applications will begin March 25, 1992.

The University of Maryland is an Equal Opportunity, Affirmative Action Employer.

### **ROSS UNIVERSITY**

Academic Posts invites nominations for faculty appointments to the following departments in its School of

Physiology Anatomy Microbiology

Booutiful tropical location in The Caribbean, Excellent tax

Send CV to: Dr. Robert Rose Saurch Committee Rose University 400 West 34th Street

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m Att I direction required, University or college level teaching experience, three search in accessful elementary industries and including teaching experience, involved in research related to Alt Education, knowledge of current issues in Alt Education, and the educational agencies. Applications due Murch 28, 1992 to Jun Johnson. AA/EJE/Applications from women, minorities and handlenpred individuals encouraged.

Art: Fenure track, instruction/assistant professor, I all, 1992 Teach undergraduate courses in pantine, drawing, ceramies, sculpture, and art appreciation. Master's degree required, MFA or doctorate preferred. Sincesvific transdates though have a record of professorial achievement as an urists. Send letter of peptication, resume, unofficial transtripts and three letters of reference by Appl 3, 1992 to: Angie Ulture, and art appreciation, resume, unofficial transtripts and three letters of reference by Appl 3, 1992 to: Angie Ulture, and art appreciation, resume, unofficial transtripts and three letters of reference by Appl 3, 1992 to: Angie Ulture, and art appreciation of the professorial solutions and applications, and posticitions and posticitions, and the professorial solutions and applications, and posticitions and posticitions, and the professorial solutions and applications, and posticitions and applications, and posticitions and applications, and posticitions and applications, and posticitions are for Assistant Professor, tereure-track, 9 monthly year usuring August 17, 1992. Pb. D. required, Astrona record of astolian-

Ari History: Two positions. Both positions are for Assistant Professor, tenure-track, 9 months/year starting. August 17, 1992. Ph. D. required. A strong record of scholarly research and teaching experience preferred. Teach both undergrathants and graduate courses and threat dispertializes. (1) Specialist in Chinese Art Hustory required. Specialist in Chinese Art Hustory required. Specialist in carily Chine te art and mediums other than painting are especially encouraged to apply. \$35,000. Fostion is contingent upon final budgetary approval. Write Search committee (Asian or American), Krest Foundation Department of Art History. The University of Kanus, 209 SMA. Lawrence, Kanus, \$6045, Include letter of application, carricema 7999. AA/ECIE.

Art/Art Education: Malune Cullege, Canton, Ohio Teoure track position, rank open, beginning August, 1992. Academic and experiential background in a valicty of media including ther arts, printimaking, ceremics, sculpture, two-dimensional and three dimensional design, Will teach art education, art history and studio classes in areas mentioned. M.F.A. preferred, M.A. with professional experience considered. Send curriculum vitae, which should include a statement of philosophy of Christian higher education, to Dr. Ronald O. Individual, Professional of the College, Malsoe College, 515-29th Street, N.W., Conton, Ohio 44109. Deading for applications is March 15, 1997. Malone College is a Christian higher after college affiliated with the Evangelical Letands Church-Eastern Respon and is an Equal Opportunity Employer. Mill'All. of Ransas, Op Ser. Lawlette, ransa-66045, Include letter of application, curric-ulum vitae, 3 letters of references. Applica-tion Deadline: The review of these post-tions is currently underway and the process will continue until they are filled. EO/AA employer.

Art Education: University of Wisconsin-Mil-aukee. Tenure track position begin-nere August 24, 1992. Assistant/Associate Professor. Salary commensurate with qual-ifications. experience. \$30,000 minumum. Qualifications. Ductorate, record of suc-cessful public whool teaching, evidence of aturito and research skills, computer skills to manufacture.

Art History/Curators University of Kansas. Joint appointment as Assistant Professor in Department of Art Bistory and Curator in the Spencer Museum of Art. Tenure-track, 9 months/year starting August 17, 1992, 529,000-531,000. Completed Ph.D. and specialist in history of photography required. Strong record of scholarly research, teaching superience, and curatorial activities preferred. Teach at least three graduate and/or undergradunte courses in The most extensive listing anywhere of jobs available

every week in The Chronicle.

in higher education —

UNIVERSITY OF WESTERN SYDNEY Macarthur

#### FOUNDATION PROFESSOR OF MANAGEMENT

Ref. No. 92/43

The Faculty of Business & Technology operates from the Campbelltown campus of UWS, Macarthur in the South Western Metropolitan area of Sydney. The Faculty offers Doctoral, Masters and Bachelor degrees, Associate Diploma courses and several fee-paying short courses in Business, Science and Technology Management. In 1992 the Faculty will have over 2,000 and the fee-paying short courses. tudents enrolled in its courses.

A particular emphasis in the Faculty is on the integration of the science and business disciplines in new product development and subsequent export oriented business activities. To this end the Faculty has recently established the Centre for Innovation and International Trade as a focus for its research and counsulting activities.

The Faculty is seeking applications from candidates with a strong record in teaching and research to fill a newly-created tenurable Chair in Management. The successful applicant will be expected to head a new Department of Management within the Faculty.

The appointee will be provided with significant opportunities to undertake research and is expected to be closely involved in the provision of research leadership within the management discipline. In addition, the appointee will be expected to participate in the development and administration of teaching, research and professional development

The Faculty is beginning the development of an undergraduate degree in management with a sub-major in marketing, and the appointee will be expected to play a leading role in this development and in our newly established MBA (International Business) programme.

The professor will be expected to provide leadership in research, teaching, and in professional development activities in the academic discipline of management within the Faculty and UWS Macarthur. This will involve the development and strengthening of industry links and of links with other business and management staff across the three network members of the University of Western Sydney. A strong background of practical experience in management is highly desirable and a distinguished academic record in research, course development and teaching is essential. Limited consulting work may be undertaken in accordance with the established policy of the University.

Enquiries should be addressed to the Dean, Professor Brian Andrew on (61 46) 203 242 ormation about UWS, Macarthur and the position within the Faculty is available from Mrs Sandra Watkins on the same number.

SALARY: A\$73,800 p.a. rising to A\$77,900 as from 23 July 1992. Salary supplementation may be available for a suitably qualified and experienced applicant.

Applications quoting the Ref. No. including qualifications and experience in the form of a detailed curriculum vitae, together with the names addresses and telephone numbers of three (3) confidential referees to be forwarded to the Personnel Officer (Recruitment), PO Box 555, Campbelltown, NSW 2560 Australia by 31st March, 1992.

An Equal Opportunity Employer

"The University of Western Sydney is a Federation of UWS Hawkesbury, UWS Macarthur and UWS Nepean"

ARM139359

The University of Manitoba

Faculty of Management

#### PRODUCTION / OPERATIONS MANAGEMENT

The Faculty of Management is soliciting applications for a tenure-track position in Production/Operations Management. This position is available at the Assistant, Associate, or Full Professor rank, depending upon the applicant's qualifications. Appointments at the Full Professor level requires national standing in research and a commensurate teaching record. Minimum qualifications for appointment are a Ph.D. in POM (or near completion) and evidence of teaching effectiveness. Position availability is for Full 1992, or another mutually agreeable date. The position is subject to budgetary approval.

The Faculty presently offers Undergraduate and M.B.A. courses in the POM area. Although the successful applicant will likely have quantitative training, he or she must have a major interest in production policy and strategy. One of the Paculty's near-term objectives is to build the enrolment in the POM area while maintaining a programme focus that is consistent with the role of a management school. In addition to the present opening, there are two full-time faculty presently teaching in the POM area. The Faculty of Management consists of 60 full-time faculty members and has a combined undergraduate and graduate enrolment of 1,450 students. A Ph.D. programme has been approved by the University and is scheduled to begin in the Fall of 1992.

en and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents.

If you are interested in applying for this position, please forward your resume to: DR. J. GRAY, ASSOCIATE DEAN, FACULTY OF MANAGEMENT, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, CANADA, R3T 2N3. Applications will be accepted up to MAY 1, 1992.



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Fellowships

Lectureships

UNIVERSITY OF CAPE TOWN

Foundation:

Postgraduate Fellowships/Lectureships

the University of Cape Town's affirmative action programme include the inviting of South African black graduates to apply for a numberal

prestigious fellowships and lacturoships tenable of the University in light

The University is senting to encourage suitably qualified graduates to

research. Emphasis is to be placed on the attainment of high level size and carear development with particular importance being allacted

to studios undertaken in the cirts law, sciences, social science and

Candidates wishing to be considered should submit a full curicium

whoe, a research proposal indicating the level at which it is interestly undertake the study and the raines and addresses of two releiges

Lectureship posts are available for the appointment of proming scholars who have the potential and interest in following an appeara

The appointments are intended to enable recently qualited groups

to develop skills in teaching and research in order that they may be trained and contribute to the academic life of the future South Alice

The tonure of the tectureship is for 3 years and salary, which include:

attractive staff berefits, will be commensurate with qualifications and

The tenure of the lectureship is for 3 years and solary, which includes attractive staff typelits, will be a verticesurate with qualificators and

Applications stylete the substitled to the Head Research Administrator

The University of Arizona

invites applications for two positions:

Full-time, termie-track, fro al year faculty appointment for endidness completes the percontidence of nothing it didly extrincation desirable as a established or developing clime direction to program. Ph.D. required Appearance to the world began March. 3, 1993, and position will remain opinion

bull-time tenure track frocal year faculty position for adult health as researcher, with emphasis in biophysiologic phenomena. Ph.D. regist Applicants with program of research at Assistant Profesor level with considered. Leading responsibilities include content in research addict area of especified at graduate and undergraduate levels. Applicance not will begin March 4, 1722, and position open until filled.

lenure-track anademy wear faculty prouton for Community lighted educator and revearch it. Applicants with program of revearch a Assir Professor level will be considered. I calling responsibilities include commandigate and undergraduate levels in clinical area of experise rales search. Require carried doctorate with Master's degree in Command I lealth Numerical Prototion available August 15, 1992. Applicant received begin March 4, 1992, and position will stay open until filled.

The University of Artzens was a consequent university that each p

begin March 4, 1992, and position will stay open until filled. The University of Arizona is a state-supported university that enology proximately Mc1980 students. Established in 1985. The University of Arizona is the oldest university in Arizona. The university, located in force, a tanked among the top 20 public research institutions in the nation. Took one of the nation's fastest growing cities, is known for its ideal discussional properties are unionistates, and unique desert surrounding. The College of Milly accredited with approximately 220 baccalaureate, 120 mainty 50 doctoral, and four post-shotters, and that, and 65 faculty.

Send application to 1. Clause Parsons, Ph. 12, 1 AAN, Lean, The Unions.

Send application to I. Claure Parsons, Ph. D., JAAN, Dean, The Union of Artrona, College of Nursing, Turson, AZ 83721 Affirmance Acor Equal Employment Opportunity Employer

Pamily/Community Health Division

invites applications for Community Health positions

College of Nursing

**Adult Health Division** 

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University of Cores lower least objects to 77000 Republic of South Afron

Classing distretion receipt of aggliophore at March 1992.

undertake full-time master's and doctoral study or postdoctoral

**Andrew W Mellon** 



### THE UNIVERSITY OF THE VIRGIN ISLANDS

#### St. Thomas, United States Virgin Islands ANTICIPATED VACANCIES

The University of the Virgin Islands (UVI) is a public, accredited, land grant institution enrolling a culturally diverse student body of 3,000 on two campuses. Located in Charlotte Amalia, the St. Thomas campus with 175-acres and a private beach overlooks the Caribbean Sea. The St. Croix campus with 130 acres is located midway between the historic towns of Christiansted and Frederisksted. Under the leadership of its president, Dr. Orville Kean, UVI is in a period of expansion as it completes its thirtieth year. The University seeks a multi-cultural saculty with a strong interest in teaching and research. All listed positions include comprehensive group medical and dental insurance, eligibility for TIAA-C/REF, and waiver of tuition for faculty members and their immediate family.

Visiting Instructor or Assistant Professor of English (St. Thomas) Subject Area: Literature, Composition, Linguistics (1 semister subbat-ical leave replacement)

Instructor or Assistant Professor of English (St. Thomas) Subject Areas. Philosophy, Composition, Linguistics (Non tenure

Instructor or Assistant Professor of Reading (St. Thomas) Subject Area: Roading Skills (Non tenure track) Visiting Instructor or Assistant Professor of English (St. Thomas) Subject Area: Composition (2 years study leave replacement) Assistant or Associate Professor of Mathematics (Si. Thomas) Subject Areas: Developmental Courses and Courses for Math Majors (Non tenure track)

Visiting Instructor or Assistant Professor of Mathematics (St. Croix) Subject Area: Developmental, and First 2 years of Introductory Math Courses (2 years study leave replacement)

Visiting Assistant/Associate Professor of Marine Biology (St. Thomas) Subject Area: General Biology, Aquatic and Terrestrial Plant Biology (Replacement for faculty on administrative assignment)

Visiting Assistant or Associate Professor of Biology (St. Thomas) Subject Area: Genetics, Microbiology and Occasional Immunot (Replacement for faculty on administrative assignment) Visiting Assistant or Associate Professor of Chemistry (St. Thomas) Subject Area: General, Organic and Physical Chemistry, Quantitative Analysis (1 year sabbatical leave replacement)

Virting Assistant or Associate Professor of Sociology (St. Thomas) Subject Area: Caribbean Sociology and African Civilization (1 year

Assi/Assoc/Full Professor of Business Administration (St. Thomas) Subject Area: Small Business, Personnet, Labor Management, and Marketing (Non Tenure Track)

Director of The William P. MacLean Marine Science Center The Marine Science Center is a modern research facility located on Brewer's Bay. The center is equipped with marine equata, boat facilities for diving and underwater research. The laboratory has access to the Virgin Islands Ecological Research Station in St. John, the Virgin Islands Marine Advisory Service and the Water Resources Research Institute. The Director should have the qualifications to be appointed at the full professor rank.

Director of Theatre - The Reichhold Center for the Arte The Reichhold Center is a 1200 seat thester located in a natural valley overlooking the Caribbean Sea. The Center is an endowed gift of Henry H.
Reichhold, former Chief Executive Officer, Reichhold Chemical, Inc. The
Center supports programs that preserve and enhance the artistic heritage and
cultural foundations of the Caribbean and the Americas. The Director will
head a resident repertoire theater or other performing art group and will be
responsible for all programs and performances conducted at the Center.

Salary Ranges:

TO APPLY FOR ANY POSITION

Send a letter of application, resume, official transcripts and three letters of recommendation to Dr. Denis F. Paul. Vice President for Academic Affairs, University of the Virgin Islands, Charlotte Amalia, St. Thomas, VI 00802. For additional details on any position, write or call (809)774-

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER AND EDUCATOR

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TEACH BUSINESS IN BEAUTIFULSOUTHERNOREGON

Tenure track Ass't/Assoc position in finance for fall '92 with some teaching in accounting and/or major management information sys-

terns. Required: Appropriate ABD or Masters with extensive industry experi-

ence. Preferred: Appropriate doctorate. Multi-cultural experience/expertise. Salary competitive. Excellent benefits. Review of applications begins 3/51/92.

Write/Call Dr. Keith Carney, School of Business, Southern Oregon State College, Ashland, OK 97520; (503) 552-6483/4.

Athletics / Athletic Administrations Head Woman's Basketball Coget/Assistant Athletic Director, Kenyon College, Gambieto Cogetor College (awires applications for full-time position of Head Women's Basketball Coget and Assistant Director of Athletics. Kenyon is an NCAA Division III, member of the North Const Athletic Conference. Basketball responsibilities socioude recruiting, budgeting achetiting, socious, instruction, and other during a sample by the Director of Athletic rainer and instructor of physical education, and other during a sample by the Director of Athletic rainer and instructor of physical education, retreating and intracersals, facilities nonagement, teleding, pupervision, and other history of the administration of company physical education, retreating and intracersals, facilities nonagement, clearly physical education, retreating and intracersals, facilities nonagement, clearly physical education of the training room, the coordination of the training responsibilities are also roquited. Salary—coordination of the training responsibilities are also roquited. Salary—coordination of the training room, the coordination of the training responsibilities are also roquited. Salary—coordination of the training responsibilities are also roquited. Salary—coordination of the training responsibilities are also roquited. Salary—coordination of the training res

Blochemistry: Assistant Professor of Bio-chesistry in Psychietry. Pull time, 35-30

#### LAW ENFORCEMENT

Northern Michigan University invites applications for an assistant/associate professor tenure earning position for the Department of Criminal Justice. Applicants should have teaching and research interest in the area of law enforcement. A doctorate with emphasis in criminal justice and/or law enforcement is required (ABD applicants will be accepted if completion of degree is imminent) as well as significant professional experience.

The Department of Criminal Justice provides a liberal arts BS degree in Criminal Justice within which students choose a professional development cognate in law enforcement, corrections or private security. In addition, the department provides an associates degree and correctional officer certification

MU takes pride in the emphasis it places on teaching and student advising Faculty are also encouraged to contribute to the profession through research and publishing. The individual selected for this position will have the opportunity to continue professional ties and exploit the research opportunities the department has with the law enforcement agencies located in Marquette and the Upper Peninsula as well as with other criminal justice agencies in the area. the Upper Peninsula as well as with other criminal justice agencies in the area Northern Michigan University is a comprehensive institution of approximately 8,500 students located in the city of Marquette on the shore of Lake Superior. Marquette is a community of 21,000 and is the cultural, commercial, medical and governmental center of Michigan's beautiful Upper Peninsula. The region offers unexcelled outdoor recreational opportunities in all seasons, while Marquette liself provides a wide range of retail, commercial, cultural, and entertainment opportunities Convenient air access to the Upper Midwest's major population centers of Milwaukee, Minneapolis, Chicago and Detroit is available through Marquette County Alrport.

Salary and rank of the position will be commensurate with the background, credentials and experience. Send letter of interest and three letters of recommendation no later than April 30, 1992 to:

David Kalinich, Ph.D., Department Head Criminal Justice Program 327 Carey Hell Northern Michigan University Marquette, MI 49855 (906) 227-2660

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

**DEPARTMENT OF EDUCATION** 

**Denison University** GRANVILLE, OHIO

TWO TENURE-TRACK POSITIONS, beginning August 31, 1992; one at Assistant Professor level; one possibly at Associate Professor level, including administrative duties as department chair, for both positions ductorate and college reaching experience, preferably at secondary school level. Qualifications include ability to reach foundation courses and administer/supervice student teaching and field experiences. Some background in educational psychology, and/or reading in the content fields, and/or elementary education also desirable.

The Department of Education is staffed by two faculty members and graduates 10-15 students annually with accordary education certaination in must liberal arts subject areas and K-12 certification in art, computer education, bealth, modern languages, and physical education.

Denison University is a selective, liberal arts institution with approximately 1,900 students. Denison is proud of its strong programs in Hack Studies and Women's Studies and its pioneering General Education requirement in Minority Studies/Women's Studies.

Applications, résumés and references should be sent to: Faculty Search Committee, Department of Education, Denison University, Granville, Ol I 43023, by March 31, 1992, but applications will be reviewed until position is

Denison is an Affirmative Action, Equal Opportunity Employer. Women and minorities encouraged to apply.

#### WESTERN NEW MEXICO UNIVERSITY

The University seeks applications for two tenure track faculty in the Department of Business and Public Administration at the Assistant/Associate or Full Professor rank.

ACCOUNTING—ABD required. Ph.D., DBA, MBA with CPA preferred, Candidate will teach lower and upper level accounting classes at the undergraduate level.

MARKETING—ABD required. Ph.D., or DBA in Murketing preferred. Candidate is required to teach at the undergraduate and graduate levels in the MBA program.

MANAGEMENT—ABD required, Ph.D. or DBA preferred. Generalist to teach in several areas including behavioral and quantitative courses in management. Able to teach at both graduate and undergraduate level. Beginning date for all positions is Pall, 1992. Review of applications begin-March 25, 1992 with position open until filled.

Consideration for appointment as Director of College of Business will be

To apply send letter of application, resume and a list of five references to Business Search Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City. NM 88062.

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

hours/week; 9am-5pm; \$34,500/year. Dutles; conduct research on mononumbe reprive sensitivity and cyclic AMP and phospholopalide second messenger systems in relation to medial libraes and mechanisms of psychoartive drugs. Instruction of residents and students in the conduct of scientific experiencests and in the blockers into mental flages. Requirements: Ph.D. in chemistry with at least 2 years experience as a research sclessify in blockers; the state of the vision and implement advanced laboratory and other research associated with study of structure, function of animal and human relevant in the component of the visions to cause caper and psychoartive drugs. Must have proof of le-sal ambority to work phramapasity in the

Blochemistry / Research: Blochemist/Research Associate: Manhattan; design, develop and implement advanced laboratory and other research associated with study of structure, function of animal and human restroying proteins for determining role of the component of the vinner to came cancer and HIV: Perform characterization of retroying any proteins, investigate allycassystion sitts and their roles in viral infectivity.

O-linked sugars in transport and broken at activities of retrovers early broken at the commendation to Proken in a citivities of retrovers early 19 to in Barchemistry, two years' experience in solid freed With demonstrated record of independent research without with packagenic infectors agency, including biss, postantial to the control of 19 to 1

RULLETIN BOARD: Positions available

The College of Science and Engineering at the University of Minnesota Duluth, is seeking applicants for the 1992-93 3M McKnight Distinguished Visiting Professor in Technology Development. Applicants should be able to present a course in waste minimization and management in industrial processes, present public lectures, and assist university units with outreach activities in the region, particularly addressing waste reduction at manufacturing sites. The Professorship: 1) requires at least ten years of industrial experience, preferably in waste minimization and management, 2) prefers a Ph.D. in chemical engineering or a related field, 3) requires a strong background in research and development of applied technology, 4) prefers university level teaching experience: candidates with mentoring and instructional experience in industry will be considered, and 5) requires knowledge and experience in environmental protection, hazardous waste management, environmental edislation/regulation, and economics. The appointment is with the Chemical Engineering faculty for one academic quarter and offers a competitive salary plus compensation for living expenses. The University is located in Duluth on the western tip of beautiful Lake Superior--an area also

3M McKNIGHT VISITING PROFESSOR

The 3M McKnight Professorship University of Minnesota-Duluth 176 Engineering Bullding 10 University Drive Duluth, MN 55812

known for its recreational lakes and forests. Interested applicants must

send a resume and names of three references by May 15, 1992, to:

The University of Minnesota is an equal opportunity educator and employer.

#### BENNETT COLLEGE Greensboro, North Carolina **DIVISION OF SOCIAL SCIENCES FACULTY POSITIONS**

CHAIRPERSON, DEPARTMENT OF SOCIAL WORK/SOCIOLOGY The Department offers a full program in Sucinlegy leading to the B.A. degree and an accredited program in Sucial Work leading to the B.S.W. degree. The chair will be responsible for the overall direction of both programs and serve as Director for the Sucial Work Program.

Qualifications: A D.S.W. or Ph.D. in social work or Ph.D. in sociology th 5 years' teaching experience (an) 'f years' apency (and/or academic ministrative experience, M.S.W. applicants with 10 years' to a bing expetience and 5 years' agency audion at adenue, administrative experience will also be considered.

ASSISTANT PROFESSOR OF HISTORY (2 Positions) The Department of Social & Rebayloral Sciences has two prestions available in History: (1) World Covilization and America in History, and (2) Afro-American and African History.

Qualifications: The Ph.D. degree is responsed for heals positions as well as previous teaching and evidence of actionary panels commitment to teaching ASSISTANT/ASSOCIATE PROFESSOR, ACCOUNTING & MANAGEMENT The Department of Business and Economics seeks a raministic with a Ph.D. in Accounting to teach Accounting and some upper-level Management courses. Applicants completing Ph.D. respitements before August 1992 will also be considered. Previous teaching experience and evolute conformalisment to teaching will be an advantage.

STARTING DATE: AURUSI 10, 1992. SALARY: Commensurate with qualifications and experience

APPLICATION: Send a letter of application, vitae, there is heters of resour-mendation and college transcripts to:

Dr. Charlotte Alston Vice President for Ar ademic Atlans Bennett College 900 East Washington Street Greensboro, NC 27401

CLOSING DATE: March 18, 1992. A historically African-American institution, Bennett Cullege is a private, United Methodist Church affiliated, four-year liberal arts institution for warren, it is centrally located in urban Greensboro, North Cambrid.

pan; 348,000/year. Overtime as needed, and compensated, Job requires: 9h.D. dense in Stannistics and two years' experience as a Spinistician or University Research Assistant, Joh also venulues: 15. Bookstore Management: Director, Lexibage Assistant, Joh also venulues: 15.

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#### Automotive Technology Instructor Ford Specific

The successful candidate will be The successful conditate will be responsible for the instruction of students within our Ford ASSET program. Applicants must be willing to juristipate in Ford Technical to juristipate in Ford Technical students, compensation of \$28,000-\$36,000 annually commensurate with experience and education.

Qualifications include: Hache-lor's depree in a related area (re-quined). Master's degree (pro-ferred), successful competion of all Automotiva Service Excellence all Automotive Service Excellence (ASE) exams (8) and/or master technician status; previous suc-cessful teaching experience re-quired; minimum of live years of tecent progressive automotive technical experience preferably at a Tord Uncoln/Mercury dealer-

Fluase send résumé to Patricia S. Martin, Personnel Officer, Co-lumbia-Greene Community Col-lege, Rox 1000, Hudson, New York 125:34.

EEO/AA Women and minorities are encouraged to apply



#### **MORRIS BROWN COLLEGE Faculty Vacancies**

Morris Brown College is a private church-related, four-year, coeducational, liberal aris college, founded in 1881. The College has an enrollment of approximately 2,000 students and over 300 faculty and staff.

The College is a part of the Atlanta University Center Complex located a few blocks from downtown Atlanta Interested persons are invited to apply for the positions listed below. Applications will be reviewed immediately after the closing date of *March 18*, 1992. Positions available August, 1992. Applicants for consideration must be U.S. citizens or eligible for employment in this country.

1. ASSOCIATE PROFESSOR, BUSINESS EDUCATION/INFORMATION PROCESSING
To teach courses to undergraduate student in Information Processing and perform other assigned duties.

Qualifications: Doctorate degree preferred, Master's degree required with 18 additional graduate semester hours. Must have teaching experience in Word Processing (Desktop Publishing, Spreadsheets, LOTUS and Data Based Exercises).

Based Exercises).

2. ASSISTANT/ASSOCIATE PROPESSOR, HOSPITALITY ADMINISTRATION

To teach, advise and counsel full-time undergraduate students majoring in Hospitality Administration. To attend student events and activities after hours on occasion, performs other assigned duties.

Qualifications: Doctorate in Hotel, Restaurant and Institutional Management or related area preferred, Master's degree required. Industry experience in culinary arts; quantity food planning preparation; service with restaurant experience necessary. Ability to reach food lab courses (food preparation and service), participate and initiate curriculum development. Preference given to candidates demonstrating creative and innovative ideas through teaching. Experience in computer application and finance desired.

3. INSTRUCTOR, READING
To reach classes in the area of developmental and college reading.

Qualifications: Ph.D. preferred, Master's Degree required; Reading Specialist or English with concentration in Reading. Teaching experience of several years needed.

4. ASSISTANT PROFESSOR, ENGLISH
Teach courses in Developmental English (Basic Skills) and Freshman Composition.
Qualifications: Ph.D. preferred, Master's degree required in English. Teaching experience needed.

5. ASSISTANT PROFESSOR, SPANISH LANGUAGE AND LITERATURE
Teaching elementary, intermediate or advanced level courses. Responsibilities include service on committees, community service, scholarly research, advisor to clubs, etc.

Qualifications: Ph.D. in Spanish preferred, Master's degree required, native or near-native fluency preferred with emphasis in Latin American Literature; additional expertise in second language acquisition (African, Italian, German, French, other). Demonstrated excellence in loreign language teaching on the secondary and/or post-

6. ASSISTANT/ASSOCIATE PROFESSOR, MATHEMATICS to teach mathematics courses to college students.

Qualifications: An earned Ph.D. in Mathematics or Cognate areas. Experience in teaching Mathematics or the college level and proposal writing. Ability to use modern instructional technologies; commitment to quality and

7. ASSISTANT/ASSOCIATE PROFESSOR, EDUCATION
To teach tourses in Early Childhood, Childhood Development or Elementary Education including Mathematics. Qualifications: Ph.D. in Early Childhood, Childhood Development or Elementary Education Including Mathematics. Qualifications: Ph.D. in Early Childhood, Childhood Development or Elementary Education Proficiency in teaching Mathematics and Computer Associated Instruction; knowledge of current trends in Education and understanding of Education 2000; minimum of three (3) years' experience in teaching exceptional students. Self-mativated and ability to work cooperatively with other members of faculty, institutions and the community. Ability

N ASSISTANT/ASSOCIATE PROFESSOR, EDUCATION each classes in specified areas; develop a program for Exceptional Student Education and assist with proposal

Qualifications: Ph.D. in Interrelated or Specialist Degree with a concentration in Mental Handicaps, Learning Distribilities and Interrelated. Competency and experience in teaching exceptional students. Minimum of three (3) years' experience in teaching exceptional students. Self-motivated and ability to work cooperatively with other members of faculty, institutions and the community.

9. CHAIR, DEPARTMENT OF COMMUNICATIONS This department houses the College's degree programs in finglish, Language and Literature, Mass Media Arts, Speech and Theatre, and Modern Foreign Language. General Education courses in writing, literature and reading are coordinated through the Communications Department.

10. CHAIR, DEPARTMENT OF SOCIAL SCIENCE This department is concerned with the past and present relationship of man with the tocial universe. This objective is pursued through teaching, learning, and research in the major programs of Criminal Justice, Flistory, Religion, Paralegal Studies, Political Science and Sociology. The department also offers a minor in African Studies which is in

11. CHAIR, DEPARTMENT OF HEALTH, PHYSICAL EDUCATION AND RECREATION

This scalemic department offers three services to the college. 1) the required Physical Education Program that is part of the General Education Program for all students; 2) the Therapeutic Recreation Specialist Program for majors; and 3) four extra physical education courses for various majors at Morris Brown College and the Atlanta University Center.

University Center.

Qualifications: Ph.D. is preferred. A candidate must at minimum possess a Master's degree in order to be considered for the position of departmental chairperson. In addition, the successful candidates for each position will have taught at the collegiate level for at least five years and have a record of substantial achievement as an instructor or as an administrator. The Chair provides leadership in designing and delivering the College's academic programs. The chairperson plans, directs and coordinates the academic and administrative functions of the department. Bach candidate must demonstrate a strong commitment to excellence in acholarship, research and the ability to work collegially and to communicate effectively with members of the college cummunity.

Interested persons, please send letter of application, résumé and three current letters of recommendation to:

Mrs. Lucy S. Pennington Director, Human Resources Morris Brown College 643 M. L. King, Jr., Drive, N.W. Arlanta, Georgia 3031-3

#### **EASTERN ILLINOIS UNIVERSITY** CALIFORNIA COLLEGE OF Charleston, IL 61920 **ARTS & CRAFTS** Secondary Education and Foundations, Department Chairperson, Begins 7/ 1/92. Chief academic administrative officer reports directly to Dean, Accountable for function of department as instructional, research, public servtee unit: In consultation with appropriate faculty committees, responsible for defining department's scope, mission, objectives. Facilitates productivity, development department appropriate production of the production of **FACULTY POSITION**

**EUROPEAN INTELLECTUAL HISTORY** 

California College of Arts & Crafts is an internationally known and respected institution drawing students from 50 states and countries. CCAC is seeking an Assistant or Associate Professor of European Intellectual History with emphasis on the 20th century, teaching contemporary theory, history of philosophy, arts criticism, and historiography. The prevailing candidate will teach both lower and upper division courses, with future possibilities for teaching in the MFA program. Ph. D. preforred; extensive scholarly publication record; outstanding teaching record with extensive scholarly publication record; outstanding teaching record with teaching experience. Applicants are invited to submit a letter of interest, teaching philosophy, resumé, and names and telephone numbers of three professional references to:

California College of Arts & Crafts, Human Resources Director, 5212

California College of Arts & Crafts, Human Resources Director, 5212 Broadway, Oakland, CA 94618. Please reference job #HE2. Screening will begin March 23, 1992. CCAC is an Equal Opportunity Employer. minimum managamini man

development; develops, administers policies, procedures; makes budget, curricular, personnel recommendations; manages staff, resources. Earned doctorate in secondary education, educational foundations or specifically related field, successful public school experience, established scholarly re-cord appropriate for senior level faculty. Applications due 3/30/92 to Charles joley, Dean, College of Education. AA/EOE. Applications from women, mi-norities and handicapped Individuals encouraged.

ty, P. O. Box 9769, Baton Rouge, Louiss- | ana 70821. An Equal Opportunity Employ- |

Business: Trevecca is seeking to fill a facul-ty position with doctorate in management. Application period ends April 2. Résumds to Office of Academic Affairs, Travecca Nazarene College, 333 Muriteesboro Road, Nashville, Tennesses 73210.

Business: Assistant/Associate Professor of Business, temps track. Ability and experi-ence in teaching quantitative methods curres, commitment to teaching and pro-pure excellence, continued professional development and schoarship, alternative delivery of instruction and productive aca-

deraic/business world relations. ABD required, doctorate preferred. Prefer ability to teach in MIS, decision sciences, management of 770M as well. Nine month salary 325,000-518,000. Send leater of application addressing qualifications, three letters of reference, names, addresses and telephone numbers of three additional references, evaluations of teaching graduate transcripts, and full curriculum vitae by 5.00 p.m., March 13, 1992 to: Dr. Robert Ley, Charperson; Division of Business; Lewis-Clark State College; 8th Avenue and 6th Street; Lewiston, Idaho 83501; (208) 799-2199. Fax (208) 746-231. Lewis-Clark State College, an AA/EDE organization, actively seeks to expand the diversity of its



#### **DUTCHESS COMMUNITY** COLLEGE

**Faculty Positions 1992-93** 

Dutchess Cummunity College, a unit of the State University of New York, is tocated in the mid-Hudson Valley 75 miles north of New York City. Dutchess is committed to the principle of diversity and strongly encourages applications for the following positions from women, minorities, veterans and the disabled.

**ALLIED HEALTH AND BIOLOGICAL SCIENCES** Biology: Instructor, teach general biology, analomy and physiology and

Medical Laboratory Technologies: Instructor and Chairperson, responsibilities include supervision of adjunct faculty, program planning & scheduling. BEHAVIORAL SCIENCES

Behavioral Science: Instructor, generalist to teach introductory psychology, self-slevelopment, social problems and upper level counces. **BUSINESS TECHNOLOGIES** 

Computer Information Systems: Instructor/Assistant Professor, tenure-track, teach courses in COBOL, Systems Analysis and Design and Microcomputer applications. Adritional teaching responsibilities may include C programning, 370/Assembler, CICS, VSAM, SOL and Local Area Networks. Office Technologies (2 positions): Instructor, teach computer literacy, key-boarding, office practices, word processing, machine transcription, dicta-tion. Computer programming and accounting a plus.

#### **ENGLISH AND HUMANITIES**

English: Instructor, teach English composition and other departmental offerings. Graduate courses in writing theory preferred.

French/Italian: Instructor, tenure-track, teach primarily French with some Italian. Moster's in French with Italian minor. Knowledge of, and/or experience with, current modes of language instruction, including such things as language laboratories, audio and video tapes.

HISTORY, GOVERNMENT AND ECONOMICS Economics: Instructor, tenure-track, leach the introductory Macro and Micro Economics courses and prossibly additional courses in Consumer Economics, Environmental Economics and an introductory course dealing with Financial

Government: Instructor, teach the introductory course in American Government and American Government & Economics. The latter course, introduction to Contempurary Society, is one of the basic department offerings. History: Instructor, renure-track, teach the survey courses in American and European History and possibly a departmental interdisciplinary course.

MATHEMATICS, PHYSICAL AND COMPUTER SCIENCE Chemistry: Instructor/Assistant Professor, tenure-track, duties include analytical/instrumentation course and shared responsibilities in general chemistry which includes a strong laboratory program. Mathematics/Computer Sciences Instructor, leach first and second year courses, primarily in mathematics.

#### NURSING

Nursing: Instructor, tenure-track, NLN accredited associate degree program, ability to teach both lecture and clinical instructional components to associate degree students. Must be eligible for NYS licensure. Knowledge of medical/surgical, parent/child, fundamental/geriatrics and computer instruction preferred.

PERFORMING, VISUAL ARTS AND COMMUNICATIONS Ceramics/Crafts: Instructor, lenure-track, teach ceramics (hand building and wheel), jewelry and other craft and art courses. MFA required, Communications: Instructor, tenure-track, for basic radio-TV production and theatre courses. Master's degree and significant experience in theatre and broadcast production.

All positions require a Master's degree in the appropriate discipline/subject area. Teaching experience is preferred. Special requirements are noted. Initial appointment to positions not specifically designated as tenure-track will be for one year with the possibility of renewal. Salary is commensurate with experience and qualifications. Dutchess Community College offers a comprehensive benefit package including fully paid health, dental and life insurance, TIAA/CREF and on-site day care services.

For all positions, send letter of application and résumé including names and phone numbers of three professional references by March 20, 1992 to:

Ms. Maureen Houghtaling, Personnel Assistant Dutchess Community College 53 Pendeli Road, Poughkeepsie, NY 12601-1595

#### Hahnemann University School of Medicine

seeks an Associate Dean for Academic Affairs. Reporting to the Dean, this individual will oversee the medical student recruitment and admissions process, curriculum, faculty and student evaluations, and residency related planning. Exceptional communication skills, academic background, systems orientation, experience in curriculum development/evaluation and a demonstrated shifty to work effectively with students are essential. Interested candidates contact: Diversified Search, Inc., 2005 Market Street, Philadelphia, PA 19103; 215732-6666.

Business: Associate Professor of Rusiness.
Pall-time, tensure-track position beginning its August 1992. Applicants are savited to teach undergraduate courses in Business Administration and Business Management, Ph.D. or D.B.A. required. Send tester of application are savined at a supporting material to appropriate search, cio Vice President Academic Affairs, Wayne State College, Wayne, Nebraska 68787. Applications are certed until position; a filled TEO. thur L. David, Dean of the College, Lane College, 545 Lane Avegue, Jackson, Ten-nesses 38301 by 15 April 1992.

sustness Two tenure track positions, Ausust 1992. I) Managomen/Corputer Information Systems; 2) Financial Accounting.
Ph.D. or A.B.D. candidate considered.
Must have strong commitment to classmoon instruction and student interaction.
Aprilicable work or consulting experience a
plas. 1) Tuesh indergraduate and M.B.A.
remach in management and computer information systems. Expertise in area of opmations/production management required.
Rackground in database seal fourth seneration insquares destraints. Ability to interface with MVS operation systems a plus.
Student advising and consenting uses
meets. 2) Teach toxicorposation and gradumit courses in figurally accounting and auditing, Provide leader shap in accounting department. Student advising and consenting.

wayte, votorism 68/87. Applications accepted until position is filled. ESO Employer.

Business Administrations Distinguished Professor of Entrepreneurship. Bastern Washington University invites applications for a faculty position for the 192/93 eactoring year. Responsibilities: Coordinate anirepreneurship teaching, reserved, and public service activities for the Cultage of Business Administration. Develop and direct a Context for Entrepreneurship and direct a Context for Entrepreneurship and provide direct interface with the Spottane intercollegiste Research and Technology institute. Ossilitations: Ph. D. or D. B. A. desired but not required. Similicant curporate level entrepreneurs a experience and leadership. Salary is commenturate with qualifications and experience. Submit letter of application, returned and tiree letters of reference to: Birry McDermott. Chair, Department of Management, MS. 182, EWU, Chenoy, Washington 99004-2990 by March 15, 1992. AA/EOR.

Chairperson Department of Elementary & Special Education

College of Education Southeast

The University. Southeast Missouri State University is a regional, multipurpose institution enrolling nearly 8,500 students in a wide variety of programs. Cape Gizardeau is a community of 40,000 population, 120 miles south of St. Louis on the Mississippi River. The Department. The Department of Elementary and Special Education is composed of 17 full-time faculty members and has approximately 550 majors in its undergraduate and 200 in its master's programs.

compose of 17 full-time facting members and has approximately 250 majors in its undergraduate and 200 in its master's programs.

Responsibilities and Qualifications. The Chairperson reports to the Dean of the College of Education and is responsible for the administration of all programs, supervision of personnel, and the allocation of financial resources within the department. The Chairperson is responsible for providing the leadership in the undergraduate and graduate program areas of early childhood education, elementary education, exceptional child education, and remedial reading, as well as for the University's developmental reading program. The position consists of a one-half time administrative and one-half teaching assignment. Candidates must have (1) an earned doctorate in education with appropriate credentials to qualify for associate/full professor, (2) evidence of successful public school and college teaching and successful administrative experience, and (3) specialization in one or more of the programs within the department. Preference will be given to candidates who present (1) a record of service and scholarly activity including collaborative efforts with public schools, (2) experience with field-based programs, and (3) evidence of good human relations and communications skills in working with department, college, university, etementary, community, and state personnel.

Application, curriculum vitae, transcripts, and a list of three references to Dr. Lenore K. Bierbaum, Dean, College of Education, Southeast Missouri State University, Plaza, Cape Girardeau, MO 63701-4799, To ensure consideration, applications should be received by March 27, 1992, but the search will remain open until filled.

Southeast Missouri State University is an equal opportunity/M-F/affirmative

### CRIMINAL JUSTICE FACULTY POSITION

Coppin State College seeks to fill a full-time tenure-track position for an Assistant or Associate Professor of Criminal Justice Studies. The starting date is August 17, 1992. Each candidate must possess an earned Ph.D. in criminal justice or a closely related field. Experience as a criminal justice professional, demonstrated ability as a researcher/scholar, and ability to compete successfully for grants are destrable. Responsibilities include teaching undergraduate and graduate courses; advising undergraduate apursuing majors in criminal justice; and directing graduate students' seminar papers and theses. Additionally, the successful candidate is expected to serve on college committees and to engage in community-service activities. Salary and rank will be commensurate with academic qualifications and experience.

Each applicant should submit a letter of interest; a current curriculum vitae; samples of scholarly writing (if available); and three recent letters of reference from individuals in the profession to:

Dr. T. J. Bryan, Dean The Division of Arts and Sciences Coppin State College Baltimore, Maryland 21216-3698

All application materials and letters of reference must be received by April 15, 1992.

An Historically Black College, Coppin State College is a liberal arts insti-tution located in Baltimore's central city. The college offers backetor's degrees in the arts and sciences, teacher education, and nursing as well as mater's degrees in criminal justice, rehabilitation counseling, special education, and adult and general education.

As required by the 1986 immigration Act, applicants should be prepared to present acceptable documentation showing their identity and their U.S. citizenship or alien status authorizing work in the U.S.

COPPIN STATE COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

#### **EDUCATION**

Tenure track position beginning August 1992. Ph.D. or Ed.D. in ele-mentary education and/or reading. Three years' teaching experience in grades K-8.

Supervision of field experiences & student teaching
 Teaching Education Psychology & Reading courses on graduate and undergraduate levels

Send: letter of interest, résumé, transcripte, names, addresses, & phona numbers of three current references to: Or. Carol P. Ramsay Department of Education Lake Erie College Painesville, Ohio 44077

Consideration of applications will begin Merch 25

Affirmative Action, Equal Opportunity Employer

Business Affairs / Accounting: Director of Financial Affairs, Clinch Valley College, Wise, Vignis, Qualifications include significant control of Generally Accepted Accounting Principles, excellent analytical ability, and demonstrated ability to administer agency programs. In-depth knowledge of and experience with on-line computerized financial systems and systems development and CPA or CMA highly desired financial systems and systems development and CPA or CMA highly desired financial systems and systems development and colonian seconding, business, or related financial squared and related mas-

ter's degree preferred. Haperience in a college or university setting preferred. The Director will be responsible for the preparation of the budget; the development and implementation of strategic operational plans for financial reporting, internal controls and in internal controls and in internal controls and internal controls and

PENNSTATE



#### ASSISTANT PROFESSOR. **ELEMENTARY** LANGUAGE ARTS

Applications are invited for a tenure track faculty position as Assistant Professor, Elementary Language Arts in the Education Program at Penn State Harrisburg. Responsibilities include: teaching undergraduate and graduate courses in elementary language arts; advising undergraduate and graduate students; serving on maners committees; research, publication, and service. Experience with education based applications of computers would be helpful. The successful candidate should have a doctoral degree with an emphasis in language arts education, and the potential for, or evidence of, quality teaching, research, publication, and service in addition, public and/or private elementary or middle school teaching

Penn State Harrisburg, with an enrollment of approximately 3,500 students, is the upper division and graduate center of Penn State's 22-campus system. Located eight miles from the State Capital at Harrisburg, the college is easily accessible via interstate routes to Philadelphia, Baltimore, Washington DC, and New York, The Education Program has upper division undergraduate majors in early childhood education, elementary education and secondary education [Smallsh parthered]. (English, mathematics, and social studies). Also, the Education Program has Moster's Degree programs in Teaching and Camiculum. Training and Development, a doctoral program in Adult Education, and a Reading Specialist certification program.

A review of applications will begin March 31, 1992, and will continue until a successful candidate is selected. Submit letters of application, vitae, and the names, addresses, and telephone number of five references to Dr. Steven A. Meinick, Chair of Search Committee, c/o Sandra Juckson, Box CHE, Penn State Harrisburg, 777 West Harrisburg Pike, Middlelown, PA 17057-4898.

An Affirmative Action/Figure Opportunity Employer Women and Minorities Encouraged To Apply

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#### UNIVERSITY OF VIRGINIA CURRY SCHOOL OF EDUCATION

#### Hearing Impaired/ **Communication Disorders Program**

Assistant Professor, Director/Supervisor. Hearing Impaired Area/Communication Disorders Program. The University of Virginia annuances the immediate availability of a faculty position in the Communication Disorders Program of the Human Services Department of the Curry School of Education. A doctoral degree, CCC-A or CCC-SLP, and sign language competency are required. CED certification and early childhood language background are preferred. The 12 month position carries four major areas of responsibility. The Director/Supervisor is responsible for: the professional operation of ecenter-based Nursery and preschool services; the placement and supervision of students obtaining clinical practicum hours in aural habilitation; the teaching of at least one course per semester; and, program development the Hearing Impaired Area. Many opportunities exist for research with other major universities.

Closing date is May 15, 1992. Interested persons should send a letter of application, curriculum vitae, and three recent letters of recommendation to

Dr. John S. Horner Chair of the Search Committee Communication Disorders Program University of Virginia P. O. Box 9022 Charlottesville, VA 22906-9022

The University of Virginia is an Equal Opportunity, Affirmative Acid Employer and encourages women and minorities to apply. \*\*\*\*\*\*\*\*\*\*\*\*\*

Susiness Management: Amended deadline date for advertisement which appeared in the February 1279, 1992 taxtes. Generalist sought for position beginning in September 1992 for immediate and advanced undergraduate coursewith in business management and finance. Ph.D. preferred, M.B.A.

Business / Management Information Systems Full-time, require-track houlty polition to teach undergradinate council as Business/Management Information Systems. Doctorate in appropriate field, but the superference and research record professed Master's degree with teaching experience and evidence of active doctor program required. Salary and make the professed of the superference and evidence of active doctor program required. Salary and make the professed of the program required salary and qualified the superference and evidence of active doctor program required salary and qualified the professed of Business is committed to experience and superference to Guide and the superference of the superference of interest to superference to the superference of the superference to the control of the superference to t

BULLETIN BOARD: Positions available

#### West Georgia College SCHOOL OF EDUCATION

Educational Research—anticipated position: Teach research courses and have expertise for teaching in one other area. Doctorate in Educational Research, Apply to Dr. Don Adams.

Research, Apply to Dr. 1984 Asserties.

Educational Foundations—anticipated position: Expertise to teach psychological, philosophical, and historical foundations. Expertise to teach research desirable. Doctorate in Foundations. Teach and reside in Dalton, Georgia. Apply to Dr. Wilton Key.

Georgia, Apply to Dr. Whom teey.

Educational Leadership—search continues: Established record of research, publication, and teaching in educational administration sufficient to meet requirements for graduate faculty in cooperative doctoral program. Ductorate in Administration. Apply to Dr. Price Michael.

Supervision: Supervise field experiences and have expertise for teaching in one other area. Middle level education preferred. Ductorate required. Apply to Dr. Wilton Key. Previously advertised positions: Department of Physical Education, posi-tions in Health Education and Recreation. Apply to Dr. Lynne Ciaskin. Department of Counseling/Educational Psychology, Chairperson. Apply to Dr. Paul Phillips.

Positions are tenure-track and begin in September 1992. Responsibilities include teaching, research, advising, and service activities. Runk and salary will be commensurate with qualifications; doctorate in appropriate field; public school and college teaching (preferred); record of research and writing activities; evidence of professional growth and service; ability to work with school personnel; and willingness to travel for teaching, uppergialon, and recruitment.

West Georgia College, a fast-growing senior college in the University System of Georgia, is less than an hour west of the Athuita airport and has approximately 7,500 students. The School of Education offers NCATE-approved programs through B.S.Ed., M.Ed., and Ed.S. degrees and a cooperative doctorate.

Send application with vita, unofficial transcripts, and three letters of recommendation to School of Education, West Cicorgia College, Carollton, Georgia 30118. Applications will be accepted until position is tilled with priority consideration given to those received by March 31, 1992.

West Georgia College is an equal opportunity employer. In addition, it has a vigorous affirmative action program and encourages the applications of women and members of minority groups who are quali-fied for this position.



#### NORTHERN STATE UNIVERSITY

College of Arts and Sciences **BOTANY** 

Northern State University seeks a highly qualited person to fill a tenure-track position in botany. Applications are invited for a position beginning August 1992.

All candidates must have a Ph D, in botany or in a closely related field from an accredited institution. Teaching experience in higher education and evidence of scholarship are required. The successful candidate will teach a sophomore-level botany course, introductory biology courses for majors and non-majors, and a class in plant taxonomy and in environmental biology. The sincessful candidate may also have the opportunity to teach other courses related to her/his area of expertise. Participation in student advisement and service activities is espected.

Northern State University is a Carnegle Class II comprehensive, multi-purpose institution providing both undergraduate and graduate programs typical of regional institutions of inglier education

Nominations are solicited and applications with letter of application, up-to-date curriculum vitae, three original letters of recommendation and transcripts of undergraduate and graduate courses. Address nominations and applications to Or Thomas () Fickens, Vice President for Academic Affairs, Northern State University, Aberdeen, South Dakota 57401.

Northern State University is an Equal Opportunity.
Affirmative Action Employer.

Chemistry Environmental Chemistry Research Assistant peeded to participate in research projects dealing with iransport of paturally-occurring humic substances, and faorganic and organic contaminants through soils. Includes chemical speciation of organic substances. Supervise activities in a state-of-the-net environmental analytical chemistry aborate environmental enemistry (or exceptionally qualified B. S.) and experience with chromatographic or spectroscopic techniques. Prefer additional experience with extracting and quantifying trace substances. Conditate must be a United States, dependent of the company of supervised despite and project of the conditional experience with extracting and quantifying trace substances. Conditate must be a United States, dependently of Georgia vital saleny and beging the supervised of Georgia vital saleny and proposition will remain open until filled. Send drates, and phone amphoras to Dr. Paul Retrisch, University of Georgia, havannak Retrisch, until Good of Georgia, fassannak Retrisch, University of Georgia, Sassannak Retrisch, University of Carolina 29602. For information, call (803)725-2472.

Chemistry: University of Rediands. Assistad Professor of Chemistry, two-year facully position. The University of Rediands
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Chemistry: Associately encounties.

Chemistry: Associant Professor, Anterson College, Anderson, South Carolina Ph ID. required College-level teaching devirable. Abolity to teach broad range of undergraduate chemistry courses. Interest and skill in interduciplinary reaching imputant. Salary competitive. Anderson College, a four year interduction and an affinition with a todent body of 1100 and an affinition with a todent body of 1100 and an affinition with the South Carolina Baptist Convention, is focated in the lake and hill country of northwest South Carolina Persons withing to apply should send a letter of interest, a current returner, and the names, addresses, and telephane numbers of a least three references to Mrs. Jacque Dovisin, MathiScence Division Head. Andersom College. Anderson, South Carolina 20021. Review of applications with legion March 13 and will continue until position has been filled.

Child Care: School of Education, Universi-

GATIALDE G LAIVINITY

#### Department of Educational Foundations and Research ASSISTANT PROFESSOR

Galloudet University is seeking to fill a 9-month Assistant Professor position (non-neure track) in Edu-cational Foundations and Re-search for the 1992-93 academic year. Sidary is dependent upon qualifications

QUALIFICATIONS: Earned declorate, habiling in Educational Foundations and Research. Expertise in qualitative research required, training in quantitative methods desired. Fotential for research and publication required. Excellent teaching skills and ability to relate foundations courses to tenl-world experience Sign lan-guage skills, or willingness to learn, required.

RESPONSIBILITIES: Graduate RESPONSIBILITIES: Graduate courses in two of the following areas. Qualitative Research Methods, Educational Psychology, Multicultural Foundations of Education, and/or Quantitative Research Methods and Statistics. Conduct research. Serve as a research incthodologist on dissertation committees Provide outreach services.

STARTING DATE: August 16, 1992. (A paid B-week summer sign language institute for new foc-tify is strongly recommended.) APPLICATION PROCESS: Review of applications begins March 16, 1992; search open until posi-tion filled. Send letter of interest. vita, and three letters of recom mendation to. Dr. Cynthia M mentation to, Dr. Cynnia with Ring, Chaliperson, Department of Educational Loundations and Re-search, Gallandet University, 800 Horida Avenue, NE, Washington, DC 20002-3605; telephone 202-651 5545 (Voice or TDD), Tax 202-651 5701.

Collander University is an Equal Opportunity Employer/Educa-tional Institution Programs and services offered by Gallaudet Uni-versity receive substantial financial support from the United States De-portment of Education, Ethnic and are especially encouraged to ap-

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F A S T

CAROLINA

UNIVERSITY

health sciences center.

North Iowa Area Community College seeks qualified applicants for the following positions

#### Biological Sciences Instructor

Full-time, 9-month instruction in Biological Sciences.

#### Physics/Physical Science instructor

Full-time, 9-month instruction in Physics/Physical Sciences for Freshman/Sophomore courses.

#### Theatre Instructor and Director

Full-time, 9-month instruction of Introduction to Theatre, Stagecraft, Acting, and other courses as appropriate; responsible for theatre productions and experiences.

Faculty Qualifications: Master's degree with major preparation in subject matter area; two years recent teaching experience; willing to become licensed by the lowa Department of Education; well-developed teaching skills and commitment to community college philosophy; ability to utilize a variety of teaching strategies.

North Iowa Area Community College, the first (1917) public two-year college in Iowa, operates a main campus in Mason City, a progressive community of 30,000 which serves as an active business center for Northern Iowa and Southern Minnesota.

Applicants should submit a college application form, letter of application, resume with references, and transcripts to:

Dr. Noreen Coyan, Director of Human Resources North Iowa Area Community College 500 College Drive Mason City, Iowa 50401 (515) 421-4203

Applications accepted until positions are filled. AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

#### Clinical, Chiropractic, and Basic Science Instructors

Send Résumé to: Parker College of Chiropractic Faculty Search 2500 Walnut I III Lane Dallas, Tuxas 75229-5668

"An Equal Opportunity Employer"

**CHAIR** for Department

of Parent/Child Nursing

EAST CAROLINA UNIVERSITY

Greenville, NC

Applications and nominations are invited for the position of Chair of the Department of Parent/Child Nursing at East Carolina University School of Nursing. This NI.N-accredited school is located in an academic baseling and academic baseling and academic to the child of the school o

Qualified applicant must hold a master's degree in nursing and a doctorale in nursing or a related discipline; at least one graduate degree must be in the area of maternal-child nursing. Candidate must be eligible for licensure in North Carolina.

Demonstrated teaching excellence, significant scholarly research and publications and leadership capabilities sufficient to merit an appointment as associate or full professor are required. Prior administrative experience is desirable. Salary is competitive and commensurate with professional background and experience.

The Chair will be expected to provide leadership for administration of undergrad and grad programs in Parent/Child Nursing, for faculty recruitment, for curriculum planning and evaluation, and for faculty development.

Review of applications is ongoing and will continue until the position is filled. Send letter of application, vita and names of three references to: Dr. Judy Bernhardt, Chair, PCN Search Committee, School of Nursing, East Carolina University, Greenville, NC 27858-4353; Phone (919) 757-4323; fax (919) 757-4300. AA/EOE.

gin Morch 15, 1992, and will continue until the position is filled. The University of Mis-sourt-Kanasa City is an equal opportunity employer which encourages applications

#### CHADRON STATE COLLEGE

Assistant Professor of Special/Elementary Education to teach Special and Elementary Education to teach Special and Elementary Education. Tenure track position effective August 21, 1992, Doctorate in Special/Elementary Education; salary is competitive. Open until filled; review of position begins March 2, 1992.

#### Educational Administration

Assistant/Associate Professor of Educational Administration to teach under-graduate courses in teacher education and graduate courses in the Master's and Specialist Degree Programs. Tenure track position effective August 21, 1992. Earned Doctorate in Educational Administration; public school adminis-tration or college experience desirable. Salary is competitive. Open until filled; review of position begins April 1, 1992.

#### Psychology/Counseling

Assistant/Associate Professor of Psychology/Counsoling to teach undergraduate and graduate courses in Psychology and Counseling. Tenure track position effective August 21, 1992. Earned Doctorate in Psychology and/or Counseling os school counseling or college experience is desirable. Salary is competitive. Open until filled; review of position begins April 1, 1992.

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting undergraduate and graduate

programs. Send a letter of application, three current letters of reference, personal resume and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, 1000 Main Street, Chadron, NE 69337-2690. EEO/AA Employer.

and qualifications. Preference will be given to candidates with multi-disciplinary bockground and an aptilude to apply technotosy is solving the pation's infrastructure, rehabilitation, and environmental problems. Candidates with research background in the areas of experimental soil mechanics, soil improvement techniques, or geo-environmental englacering will also be considered. PE or EIT registration or EIT is highly desired. The individual selected for this position will be expected to take a leading role in the field and develop and supervise externally funded preserved. Send letter of application, returned in the field and develop and supervise externally funded preserved. Send letter of application, returned in the field and develop and supervise externally funded preserved. Send letter of applications will be expected to take a leading role in the field and develop and supervise externally funded preserved. Send letter of applications will begin function. Send the field of the field of

Classics: Saint Anselm College, Manchester, New Hampshire invites applications ter, New Hampshire invites applications for a temporary one year tracking position in its Classics Department beginning September, 1992. Candidate should be a generalist in Classics: Fh.D. or ABD required. Salary is competitive. Saint Agselm College is a four year liberal sits college in the Catholic Benedictine tradition. Send application letter, resume, transcripts and three letters of recommendation by April 21 to Reverend Richard Clavelle, OSB, Chair, Classics Department, Saint Auselm College, 87 Salas Anselm Drive, Manchester, New Hampshire 03 602-1310.

Communication: Oral Communication in Business, Cornell University. Cornell University. Cornell University's School of Hotel Administration levites applications from communication generalists with primary emphasis in managerial oral communication. Experience teaching written communication. Experience teaching written communication as a secondary subject, and the ability to relate all subject matter to a multicultural business environment, are highly de simple. Goographications in the property of the construction of the property of the construction of the constr



#### UNIVERSITY OF REDLANDS **ALFRED NORTH WHITEHEAD CENTER**

The University of Rediands, located in Southern California, is a private, non-denominational liberat arts university which offers programs for both residential and non-traditional students. The University's Alfred North Whitehead Center for Lifetong Learning provides innovative courses and degree programs for working adults throughout Southern California.

The Affice anticipates the opening of several positions. All are tenure-track positions at the assistant professor level on a twelve-month contract. Responsibilities in each position will be twofold; half the workload will consist of teaching and scholarly activities; the other half will be providing academic leadership involving curriculum design/development and adjunct faculty hiring, mentoring and evaluation.

Candidates must have sensitivity to issues in adult learning programs and interest in working in an ethnically diverse environment. Preference will be given to candidates with experience in adult education. The search committees will start reviewing applications on April 15, 1992. All positions remain open until filled and will be available September 1, 1992.

Department of Management and Business

. Accounting: Ph.D. or DBA required (preferably with experience in Managerial of Cost Accounting.)

Management Information Systems: Responsibilities will include teaching in undergraduate (5 program and in business programs in-cluding MBA, Ph.D. or DBA required. 3. Statistics/Research Design; Terminal degree in related field re-

Department of Liberal Studies

Social Sciences/Women Studies/Etimic Studies: Responsibilities in this position include teaching courses on multi-culturat issues to White-head students and some teaching of courses to residential traditional-age student. Ph.D. in related field required.

SEND LETTUR OF APPLICATION, A CURRICULUM VITAE AND THREE LETTERS OF REPERENCE TO:

Dean's Office Whitehead Center University of Rediands P.O. Box 3080 Rediands, CA 92573-0999

Mark envelope as either Liberal Studies search or Management and

The University of Redlands is an Equal Opportunity Employer. Minorities and women are especially encouraged to apply.

#### Faculty Position in Journalism at Brandels University

The Department of American Studies at Brandels University invites applications for a tenure-track position to teach courses in journalism within the framework of the liberal arts (such as a legal, historical or theoretical perspective). Appointment to be effective in late August, 1992. Experience in the field of journalism is highly destrable, since the supervision of undergraduate internships is expected. This position is partly administrative, initiating and directing a new program in the study and practice of journalism. Teaching load is normally three courses per year, plus administrative cuties. Candidates should realize that the three-year reappointment in 1994-95 will depend not only on performance in the position but also an the University faculity's decision to renew the journalism program in that year. Rank is either assistant professor or possibly associate professor without tenure. Brandels university is an Affirmative Action/Equal Opportunity employer; applications from women and minorities are encouraged. Deadline for applications is May 15.

Please send applications, including c.y., and relevant University invites applications for a tenure-track

Ptease send applications, including c.v. and relevant evidence of scholarship and/or journalistic writings, teaching and professional experience, to Prof. Stephen J. Whitfield, Dept. of American Studies, Brown Social Science Building 302, Brandels University, 415 South Street, Waltham, MA 02254-9110.

**BRANDEIS** UNIVERSITY

Communication: Written Communication in Dusiness, Cornell University. Cornell University. Cornell University School of Hotel Administration invites apprications from individual specializing in written business communication. Major teaching responsibility is an undergraduate course emphasizing exposition and resument in business/schinical contexts. Opportunity to teach resulted undergraduate course in oral managorial communication and upper level course in written managerial communication, and to team teach other undergraduate offerings. Expected to advise students and to contribute to faculty committees, curriculum development, and other, projects. Lecture, Lecture.

Department of Communication Arts, Val-dosta State College, Validosta, Georgia 31698. Dendime for application is April 1, 1992. An equal opportunity, affirmative ac-

California State University, San Marcos is located 30 miles north of San Diego and is the nation's newest university. The University is pleased to open a search for candidates in Liberal Arts. Candidates must be committed to developing and teaching in a vital general education program that supports the mission of the university. Preference will be given to candidates with an interest in multicultural education, global awareness, and a perceived sensitivity of issues related to gender, race, and class.

**CALIFORNIA STATE UNIVERSITY** 

SAN MARCOS

LIBERAL ARTS

Anthropological Linguistics: Anticipated tenure track position at the rank of Assistant or Associate Professor to teach required Liberal Studies courses in Linguistics, Interdisciplinary/Multicultural topics, bilingual education and work with other colleagues in the shaping of a dynamic program in the Liberal Studies and General Education context.

Qualifications: Appropriate terminal degrees and benchmarks.

program in the Liberal Studies and General Education context.

Qualifications: Appropriate terminal degree and teaching experience. A
perceived commitment to general education. Preference given to candidates who can work with more than one language. Interest in the United
States is required. Preferred secondary areas include the Caribbean and/
or Latin America, including the folklore of these regions.

Cultural Geography: Anticipated lenure track position at the rank of Assistant Professor to teach required Liberal Studies courses in World Geography, Interdisciplinary/Multicultural topics, and other innovative Geography, Interdisciplinary/Multicultural topics, and other innovative courses in related areas.

Qualifications: Appropriate terminal degree and teaching experience. A perceived commitment to general education. Preference given to candidates who can work in English and Spanish and have a special interest in the culture and geography of the Americas.

Submit vita, credentials, three leiters of recommendation and a transcript postmarked by April 1st. Search will remain open until these positions are filled. All materials must be submitted for consideration.

California State University, San Marcos is an Affirmative Action/EFO Employer. Women and ethnic minorities are encouraged to apply.

Donald Funes Geography or Linguistics Search 820 West Los Vallecitos Blvd. San Marcos, CA 92069



#### **FACULTY POSITIONS** Accounting

Kennesaw State College, a comprehensive and progressive regional college recently recognized as up and coming in LIS News & World Report, invites applications for exiting/anticipated faculty positions in the Department of Accounting. Located in an attractive suburban area in Metropolitan Atlanta, the college is one of the fastest growing in the University System of Georgia, enrolling 11,000 students in a broad array of high quality undergraduate and graduate programs including an MBA and an MBA for Experienced Professionals.

Kennesaw State College has established a notable record employing women and minorities and strongly encourages applications from both

groups.

Qualifications/Responsibilities: Professional certification and Ph.D. or D.B.A. in accounting preferred; MBA/CPA or ABD will be considered. Teach a variety of undergraduate/graduate courses. College expectations include commitment to excellence in teaching, scholarship, and service. Salary/Rank: AACSB competitive and dependent on qualifications and

Application Instructions: Positions are available September 1992. Applications will be accepted until positions are filled; however, to guarantee consideration, applications should be received by April 3, 1992. Send a letter of application, vita, and a list of references to Dr. Raiph Frey, Chair, Department of Accounting, School of Business Administration, Kennesaw State College, P. O. Box 444, Marietta, GA 30061; (404) 423-6316.

Affirmative Action, Equal Opportunity Employer

#### Western New Mexico University

Full-time tenure track position as Assistant or Associate Professor of Social Work beginning August, 1992.

Primary areas of teaching responsibility include Introduction to Social Work, Human Behavior, and Field Placement. Ability to teach sociology. The post-tion involves program administration, teaching, student advising, and super-vising field work.

MSW required, Ph.D. or DSW preferred. At least two years of practical experi-ence in the social work field and a strong interest in teaching at the undergrad-Review of application begins March 26 with position remaining open until

TO APPLY: Please send a letter of application, résumé, three letters of recom-mendation and legible transcripts to Professor of Social Work Search, Office for Human Resources, Western New Mexico University, Box 680, Silver City, NM 88062.

WNMU- An Affirmative Action, Equal Opportunity Employer.

versity of Byansyille is an Equal Opportunity, Affirmative Action Employer.

Communication: Filmmaken Video are being a filmmaken video are point a filmmaken video grapher of distinction or promise to the Faculty of the College of Arts and Sciences, in the Department of Communication. Those interested in special men should be broadly knowledgeable in the arts, interested in Joining an energetic and advancing scademy, and wilking to undertake a commitment t

The University of Southwestern Louisiana College of Education Department of Curriculum and Instruction P. O. Box 42051 Lafayette, Louisiana 70504

#### **Tenure Track Positions for August 1992**

Assistant or Associate Professor in Education of the Gifted. Responsibilities include teaching undergraduate and graduate courses in education of the gifted as well as research in that area. Additional responsibilities could include advising secondary education majors and assisting with the coordination of secondary programs. Secondary experience preferred. Contact person: Dr. Jeanette Parker, Chair of the Search Committee.

Assistant or Associate Professor in Elementary Mathematics Methods

Assistant of Associate Processor in Elementary Mathematics Methods and Educational Technology, Respunsibility for research and teaching undergraduate and graduate courses in elementary math methods. Secondary responsibilities could include teaching beginning courses in educational technology using Apple and Macintosh computers. Public school teaching experience preferable. Contact person: Dr. Carol Whelan, Chair of the Search Committee. Assistant or Associate Professor in Educational Technology, Responsibility for research and teaching graduate and undergraduate courses in educational technology, including interactive video. Experience and competency with Apple and Macintosh computers necessary, experience and competence with IBM computers preferred. Public school teaching experience preferred. Contact person: Dr. Mary Jane Ford, Chard Search Committee.

Qualifications and Procedures

Qualifications and Procedures

1) Candidates must hold, or will hold by August, the Ed.D. or Ph.D. from an Institution which is accredited by the regional association.

2) Candidates must have teaching experience.

3) Publication and/or presentation and/or grant writing a plus; substantial publication and/or successful grant writing required for Associate Processor rank.

4) Letter of interest, transcripts, vita, and three letters of reference must be sent to the appropriate contact person by March 25, 1992.

1) Differential and Area.

University and Area The University of Southwestern Louisiana is a senior institution loated in Southern Louisiana. The University has 16,000 students in eight of leges and offers degrees through the doctorate. The University enjoys location having a tavorable climate and cost of living.

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#### ADIRONDACK COMMUNITY COLLEGE

Adirondack Community College, a comprehensive two-year college and a member of the State University of New York (SUNY), invites applications to the following tenure-track faculty positions. The starting date for these positions is September 1, 1992.

ENGLISH: Position with responsibilities that include teaching both regular and developmental sections of Freshman English and advanced writing courses. A Master's Degree in English is required and experience teaching literature and 200-level courses is preferred.

MATHEMATICS: Position with responsibilities that include all levels of a two year curriculum, and the ability and interest to work with undeprepared students in a team-teaching situation. A Muster's Degree is required. students in a team-teaching situation. A Master's Degree is required.

MATHEMATICS: Position with responsibilities of coordinating the math be toring center as 50% of the hard and also teaching at all levels of the two-year curriculum. Previous tutoring and team-teaching experience and an interest technology and a computer background is preferred. A Master's Degree is required.

NURSING: Position with responsibilities of classroom and clinical teaching in the Medical-Surgical area. Excellent clinical skills, a Master's Degree in Nursing and a New York State License are required.

PSYCHOLOGY: Position with responsibilities of teaching General Psychology.

PSYCHOLOGY: Position with responsibilities of teaching General Psychology. Developmental Psychology and additional psychology course as required. Demonstrated leaching ability and a Master's Degree are required. The starting salary range is \$20,566 00-\$25,833.00 (1991-92 range), comple

mented by an attractive fringe benefit program.

Interested and qualified applicants must submit a cover letter, vitae, and the names, addresses, and telephone numbers of three professional references (References will not be contacted without prior notification.)

Submit to: Director of Personnel Services

Adirondack Community College Bay Road Queensbury, N.Y. 12804

The deadline for receipt of application materials is April 1, 1992. An Affirmative Action, Equal Opportunity Employer

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Communication Arta/Radio/Television: Matone College, Canton. Ohio. Teaure-track
position, runk open, beginning Avaust,
1992. Academic and experiential background in radio/television. This position includes broadcast courses and communications courses. In addition, this person
would have the responsibility of co-managing the campus radio station, operating the
fully equipped color television studio,
oversecing various video activities of the
campus community, and establishing coopreality relationships with local radio and
television stations. This person could also

Communication/Media: Visiting Scholar/
one year position: The S. I. Newhouse
School of Public Communications Invites
applications from applicants with an estabilland track record of reasurch and publication. Proference will be given to scholars
assizing to carry through on major projects.
Areas of particular interest (not exhaustive) are children's television, audience behavior, socialization and information processing, adoution of new technologies, nevy
media uses and gratifications, public policy, or media economic. Appointment will
be made for the Fall and Spring sentestery
of academic year [932-1993. There is a pos-

sibility of extension through a second year. The pusation carries a three course tested load across the two semesters. A least see Research Assistant and secretarial support will be made available. Inquiries and super cations should be directed let Dr. Vernee Sparkes, Associate Dean for Academic M. Sparkes, Associate Dean for Academic M. Communications, 215 University Plat. Syracuse. New York 13244; (315) 443-491. Fax (315) 443-3946. AA/EOE.

craftive relationships with local radio and television stations. This person count also have some responsibility with the technical aspects of the lheater program; i.e., liahiling and sound for college productions. M.A. required, Ph.D. perferred. Some college teaching experience is also desirable. Send curriculum vitae, which should include a statement of philosophy of Christian higher dustalion, to Dr. Romad G. Johnson, Propost of the College, Malone College, S15-25th Street, Northwest, Canton, Ohio 44709. Deadline for applications is March 15, 1992. Malone College, a Christian library articles of Friends Church-Eastern Region and is an Equal Opportunity Employer, MIFRH one year position; The S. I. Newbouse School of Public Communications invites applications from applications from applications from applications from a davanced courtes including M.A. Grant Church-Eastern Region and beautiful of the college of the college is a Christian library of the college of the Christian library of the college of the Christian library and Christian library of the college of the of the col

Communications: Head, Department of Communications: Information, and feel-notony in the Kanasa Cooperative Enternotony in the Kanasa Cooperative Enternoton Service, Kanasa Asricaltural Engelment Station, and College of Agricultural Kanasa State University. The Head will Kanasa State University. The Head of Create this new department from two entrying communications units and one congress of the Communications units and one congress unit; and will be responsible for

**RULLETIN BOARD: Positions available** 

#### MATHEMATICS/COMPUTER SCIENCE

The University of New England Invites applications for a fulltime, tenure-track. Assistant Professor level position. Applicante should have a Doctorate in Mathematics with emphasis
in education and computers or a Doctorate in Computer Sciance/Educational Computing with a strong background in
mathematics. Claseroom experience is required and experience with the integration of technology in the claseroom environment is preferred. Responsibilities will include teaching
introductory courses in computers with an applied, hands-on
emphasis and basic mathematics courses in Algebra, Pre-Caiculus, and Statistics. We seek a person who will play an active
role in the development of an instructional technology program that integrates mathematics and educational technology
across the curriculum with a strong emphasis on applied problem-solving related to issues in environmental awareness and
global studies. An understanding of curriculum reform in
mathematics and sciences is desired.

Salary will be commensurate with experience. For consider-

Salary will be commensurate with experience. For consideration, please forward vitae and cover lotter by March 27, 1992 to: Michael D. Miles, c/o Mathematics/Computer Search Committee, University of New England, 11 Hills Beach Road, Biddeford, Maine 04005.



#### **ASSISTANT PROFESSOR**

#### Special Education & At-Risk Studies

The Graduate School of Education at the University of California, Los Augales announces an opening for an Assistant Professor (tenure track) in the areas of Special Education and At-Risk Studies

QUALIFICATIONS: Earned doctorate in special education or related disci-pline Evidence of research experience. Priority will be given to applicants who have substantive core knowledge in special education and who have broader interests in policy and/or social-cultural issues related to risk for school failure. RESPONSIBILITIES: Teaching, academic advising, and research supervi-son of doctoral students, as well as scholarly research and publication. SALARY: Commensurate with qualifications and experience.

DATE POSITION AVAILABLE: As early as I all Quarter 1992 (Late Sep-

SEND APPLICATION LETTER, VITA AND HAVE THREE LETTERS OF REFERENCE SENT DIRECTLY TO: Marvin C. Alkin, Chairman, 13-partment of Education, 405 Hilpard Avanue, University of Cahlomia, Los Angeles, CA 90024-1521 APPLICATION DEADLINE: May 1, 1992, or until position is filled.

UCLA IS AN EQUAL OPPORTERITY, ALFHMATIVE ACTION EMPLOYER MINORITY AND WOMEN CANDILISTS ARE LINCOURAGED TO AFFLY

#### **Marine Science Facilities Director**

Required: Master's degree in science or originating, two years ox-Required: Master's degree in science or origineering, two years oxperience in administration, with fiscal and personnel responsibilities, of a mejor scientific facility; framing or experience in marine science or marine operations. Preferred. PhD in a related field, progressively responsible experience in (1) managing a marine facility employing more than fifty people. (2) acting as a representative to outside agencies, especially federal science funding agencies; (3) long-range program and budget planning. Submit letter of application and returns, with names of three references, to: Mark Wimbush, Search Committee Chair, Director NBC Facilities (091103) Position, University of Rhode Island, P.O. Box G, Kingston, Rt 02881. Applications to be reviewed beginning April 10, 1992, and will continue until the position is filled.

phaning, budgailing, staffing, operating and stributing the department. A Ph. D. degree of Mister's degree with equivalent experisinges, administrative experience, and experience in communication and information tenter, risums, and three references letters by March 31, 1992 (c). Dr. Marc A. Johnson, Search Communications, 1992 (c). Dr. Marc A. Johnson, Search Communications, 1992 (c). Dr. Marc A. Johnson, Search Communications, 342 Waters Kaning Salate University, Manhattan, Kaning 6506-6011.

Communications Black Hills State University has the Search Countries of the Charles of the Thurd World at nome point in their state to the search of the Thurd World at nome point in their states to the search Countries of the Thurd World at nome point in their states. Cambalates must have a

Communications Black Hills State University for the following position in the College careers. Candidates must have a complete significant position in the College careers. Candidates must have a complete significant professor. Comminication and Speech Communication of Communication of Communication and Speech Communication to Communication. Search Communication of College Amberts, Wasachavetts of Communication of College Amberts, Wasachavetts of Communication o

**College of Education TOWSON STATE UNIVERSITY** 

CHAIRPERSON

**Early Childhood Education** 

The Department of Early Childhood Education is seeking qualified applicants for the position of Department Chairperson. An earned doctorate, experience in early childhood education, an established record of scholarship and excellence in teaching are required. College level administrative experience for directing a department of nine full-time faculty is essential. This is a tenure-track position with a six-hour teaching load per sentester. Salary and rank are

Childiklates should send a letter of application including areas of teaching expertise, curriculum vitae, three current letters of recommendation, and a sample of scholarly work to:

Dr. Joan Hildebrand Early Childhood Education Department College of Education Towson State University Towson, Maryland 21204

The application and closing date is April 15, 1992. Towson State University is a liberal arts based, comprehensive university enrolling 15,000 undergraduate and master's degree students. It is located on a 326 acre campus in the northern suburbs of Baltimore.

An Equal Opportunity, Affirmative Action Employer

#### **Medcenter One College of Nursing**

**FACULTY** Modconter One College of Nursing is seeking faculty to teach in our research-based curriculum. Medcenter One College of Nursing is an NLN-accredited Baccalaureate program. The college offers a curriculum toading to the dogroe Bachelor of Nursing Science (BNSc) in preparation for research-based nursing practice.

Profer experience in Baccalaureate education, all specialties considorad. Committed to ongoing research. Master's in nursing required; doctorate preferred. Salary negotiable; attractive benefit package. Community environment conductvo to family living. Please send vita, unufficial graduate transcripts, and names, addresses and phone



Chair of the Search Committee Atin: Human Resources Department Medcenter One 300 North 7th Street Bismarck, ND 68501

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Equal Opportunity Employer

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#### **Ball State University** Muncie, Indiana

Our nationally recognized public relations sequence in an AEJMC-accredited journalism department seeks a third tenure-track faculty member to teach PR principles, publicity writing, PR evaluations, case studies, campaigns, and praticum at the undergraduate and graduate levels. Minimum Qualifications: Master's and significant experience. Preferred Qualifications; Doctorate or ABD, publications, and ability to teach other related courses. Special emphasis on public relations research and publications. Rank and salary are negotiable. Review of applications begins Friday, March 27, 1992, and continues until the position is tilled. Appointment begins August 1992. Applications from minorilities and women especially are encouraged.

If appointed, you will join 22 other faculty in a Midwestern journalism depart-ment known for graduating well-prepared professionals, educated on a friend-by campus where teaching is taken seriously.

Send professional résumé, names of al least three references, and official transcripts to Dr. Earl L. Conn, Chair, Department of Journalism, Ball State University, Muncie, Indiana 47306-0485.

Ball State University is an Equal Opportunity. Affirmative Action Employer and is strongly and actively committed to diversity within its community.

Communications Public Relations' Broadcasting Faculty member in Communication Arts Department needed to teach in
steas of public relations and broadcasting
along with some basic speech courses.
Apportune may serve as advisor to
P.R.S.S.A., dait program newslatters, and
manase public relations for department cocurricular scilvities. M.A. or M.S. in Public Relations or Broadcasting required.
Ph.D. preferred. Tenure-track, nine month
appointenent Sulary neotiable. Letter of
interest, resume, and names, addresses,
and telephone numbers of as least three references should be sent by April 3, 1992, to:
Nits Riess, Chair, Department of Commurucation Arts, Ohlo Northern University,
Ads, Ohlo 45810. Search will remain open
until a unitable candidate can be identified.

AA/EOP:

103) before Friday March 20, 1992. EOB.

Computer-Aided Design/Engineering Graphics: Two terairs-track positions: Il teaching and research in computer-side design and drafting, graphical applications programming and customization of commercial CAD systems, wire-frame, surface, and solids modelins: 2) teaching and research in engineering graphics, technical illustration, product destign and neanagement. Ph.D. preferred; industrial experience required. Certification or PE registration desmed. Western Michigan University is a comprehensive university with an annothment of 27,000. Jocated is Kalamazon, Michigan. Whiti has a Camagie Doctoral included the classification, and is an Afformative Action.

Resel Opportunity Employer, Applications secrived by May 1, 1992 will receive Ital

#### **Teacher Education Specialist**

DESCRIPTION

The College and the North Slope Borough School District seek an experienced, creative, highly motivated person to deliver an innovative program designed to prepare Alaska Natives to become teachers. This person must be comfortable living and teaching in a multicultural setting.

DURATION: Twelve-month contract beginning July 1, 1992 and renewble annually pending evaluation. RANK AND SALARY: Depending on funding, \$58,500 minimum

CLOSING DATE April 10, 1992 DUTIES AND RESPONSIBILITIES:

Works closely with the North Slope Borough School District to create and implement a curriculum of teacher preparation, using a mentor/teacher model.

2. Oversees mentors and advisors participating in the teacher prepara-

tion program.

3. Supervises student teachers/interns.

4. Teaches a minimum of one education course per semester.

teaches a minimum or one education course per semester.
 Actively recruits individuals expressing an interest in teaching, including interested high school students.
 Travels to all villages to ensure that students understand their programs and to assist them in meeting short-flong-term goals towards degree completion.
 Advises education majors on certification requirements, financial aid, etc.

etc.

8. Assists with staff development at district schools.

9. Performs other relevant duties as assigned.

9. Performs other relevant duties as assigned.

9. Master's Degree in Education from an accredited college required;
Doctorate preferred.

2. Minimum of three years of experience as a master classroom teacher and three years of experience as a college instructor.

3. Experience in mentorship programs desirable.

APPLICATION: Applications must be postmarked by April 10, 1992 to be considered for initial screening. Send a cover letter, a current resume, and

considered for initial screening. Send a cover letter, a current résumé, and the names and phone numbers of three professional references to: Dr. Richard Turner

Faculty Chairman Arctic Sivunmun lisagvik College Pouch 7337 Barrow, Alaska 99723 Phone: 907-852-0280



LECTURER Pail Corporation has achieved global leadership in filtration due to our pursuit of technological excellence.

We seek an individual to provide technical support for our Blomedical Products delivering presentations and seminars to leading hospitals, medical education institutions and professional societies. You will work in conjunction with our Regional Managers throughout the country.

To qualify you will have 3-5 years experience & a Ph.D. in Physiology, Cell Biology, or Life Sciences. An interest or background in health care or medical research along with previous teaching experience is helpful. You will receive a competitive salary & participate in our comprehensi benefits program. Only resumes with salary history will be considered.



PALL CORPORATION
2200 NORTHERN BOULEVARD
EAST HILLS, NEW YORK 11548

consideration for Fall 1992 appointment. Send resurce and names of three references to: Fied Sikkins, Chairman, Department of Engineering Technology, Western Michigan University, Kalamazoo, Michigan

al, career-oriented, comprehensive institu-tion with a liberal arts foundation. In addi-tion to fit traditional day program, the Col-lego operates an evening program and wenty (20) off-campus branches, all offer-ing associate and baccalaureate degrees. Responsibilities of the position include traching in the day and evening programs. letters of application to President, Liberty
University, Lynchburg, Virginia 24506.

Communications Public Relations Broadcastings Faculty member in Communication Arts Department needed to teach in
steas of public relations and broadcasting
slong with some basic speech courses.
Appointee may serve as advisor to
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manage public relations for department cocourse may serve as advisor to
P.R.S. S. A., edit program newlatters, and
manage public relations for department cocourricular scitvities. M.A. or M.S. in Public Relations of Broadcasting required.

Computer-Aided Design/Engineering Grapilics Two texture-track positions; Il teaching and greatering to the position include
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Computer/Operations Management: Eastern Illinois University, Charleston, Illinois 61970. Beginning August 23, 1992. Teach Business Statistics, Operations Management, Operations Research undergraduate level; graduate courses in Operations Management, Operations Research. Fh.D. required. Teaching, business experience preferred. Research required. Applications due March 4, 1992 to Yurus Kathawala. AAEOE. Applications from women, minorities, and handcapped individuals en-

Ing associate and baccalaurente degrees. Responsibilities of the position include academic advising, program derection and service. Doctorais in computer field or closely related field required; degree coursework must include at least thirty (30) graduate hours in computer information aystems. Previous work or teaching appears to be completed before coursework must include at least thirty (30) graduate hours in computer information aystems. Previous work or teaching appears to each enter of application, resume, transcripts, and three (3) references with addresses and phone numbers to the Personnel Office; co Dean Mary S. Miller; Columbia College; (10)! Rogars Street; Colum





Communication: Assistant Professor of Communication. The Position: The University of Evansville Denactment of Communication seeks a tenure-treat assistant professor to teach telecommunication, including production, and basic medic writing in a newly restructured mass communication program. There will be opportunity to teach uppelled mass communication thereof

nite to faculty committees, curriculum develoracent, and other projects. Lecturer, Master's degree or equivalent required. Business knowledge or experience an advantage Salary commensurate with qualifications. Non tenure track appointment such that the properties of two years. Appointment bayles Auenti 1992. Send letter of application, risund, and three letters of recommendation by February 25, 1992 to: Michael H. Reddin, Associate Dean of Academic Affairs, School of Hotel Administration, Cornell University, Itlaca, New York 14833. Administration of Hotel Administration, Cornell University, Itlaca, New York 14833. Administrative Action. Equal Opportunity England, Physical Communication in the Communication in the Communication of the Communication of the Action of the Administration of Associate Professor and supportunity of Associate Professor and supervision of the debate program. Opening on the debate program of a master's desires in the amplication communication and special continuous and a master's desires in the amplication of a master's desires in the amplication of a master's desires in the amplication, resume the communication representations and the communication to the Administration of a master's desires in the amplication of a master and approximate the position is filled. Women and minorities are encouraged to a proper and acceptance of a profession, depending on the communication master and computation of the department of the profession of

Composition: Teaure-stream position at the assistant professor level in a freshman composition department with a large faculty from diverse disciplates which teached writing with a content-based curriculum.

University of Colorado at Denver

ANNOUNCES

GRADUATE SCHOOL OF PUBLIC AFFAIRS

The Graduate School of Public Affairs (GSPA) is a growing school

with a national, regional and local reputation for excellent racing

and research. Located in downtown Denver, the school offen bob

the MPA and Ph.D. degrees to a predominantly professional student

GSPA has a tenure-track opening for September 1, 1992, at the sessor

professor level. An extensive publication record is important

Candidates must illustrate an outstanding ability to teach master ad

doctoral level courses and supervise doctoral students dissented

research. The position requires extensive research and publication

achievements in either public management and/or public policy. Te

cundidate background should show emphasis on one or more of the

following: public administration, organizational development policy

analysis and evaluation. Strong analytic capacity combined with

substantive skills in linking public policy and public management

areas of concern must be demonstrated in the candidate's background

Practical experience is also desirable. Candidates must have

doctoral degree in public administration, public policy or related at-

Applicants should send resume, relevant publications, and that

of Public Affairs, University of Colorado at Denver, 1445 Mada

Street, Suite 350, Denver, Colorado 80202, Review of application

began August 26, 1991, and will continue until position is filled:

The University of Colorado at Denver has a strong institutional commits

the principle of diversity. In that spirit, GSPA is particularly interested

SCHOOL OF NURSING

**FACULTY POSITION** 

Applications are invited for a tenure track position in moleculable nursing Sonior for ally with established research programs and last faculty with good research potential are strongly encouraged to applications from university candidates are particularly invited.

The faculty member appointed will be expected to perform a biand profile of teaching in graduate and/or undergraduate programs, result and a bobilty in twitter, and service. Ample support for resemb pages development is provided in the School of Narsing Research Supports for and by the University

The University of Miscours Calumbia is a major health sciences recent university. The School of Norsing and the University of Miscouri Boyl tals and Clinic s are located on the main campus with the 15 alborschool colleges of the University. The School of Norsing offers NLN accesses BSN and MS programs, including an RN/HSN/MS program. A PhD pogram is expected to be up place in 1993-94.

Challing large for the college in the place in 1993-94.

Qualifications for the prestion include an earned declarate in audique a related field, a master's degree in maternal/shild nursing and a recold research and scholarship or evidence of scholarshy potential. Priorisability experience in baccalauteate and graduate education is desired. Processor air rank and salary are commensurate with qualifications.

The appointment will become effective September 1, 1992.

Applicants should submit a letter of application, a curriculus vite.

Send letters of numination and/or application to:

receiving applications from a broad spectrum of people, including member

offunic minority groups, womain, votarians, and persons with disabilities.

TENURE TRACK POSITION: PROFESSOR

FACULTY POSITION

Salary is negotiable.

#### **EASTERN CONNECTICUT STATE UNIVERSITY FACULTY POSITIONS, FALL 1992**

Eastern Connecticut State University is characterized by an innovative undergraduate arts and sciences program, dynamic programs of professional prepa-ration and a commitment to experiential learning

Eastern faculty are expected to be outstanding teachers, to possess sensitivity to a diverse student population and to demonstrate a commitment to creative activity and scholarship, professional development and professional service. The University serves 4,500 full- and part-time students in a rural environment east of Hartford and mildway between New York City and Boston.

All positions listed below are being searched for tenure track placements texcept where noted) with rank and salary dependent on qualifications. Excelent fringe benefits package available. Eastern's faculty teach a twelve hour load each semester along with involvement in research and creative activity

PROFESSOR AND DEPARTMENT CHAIR. Doctorate required in Elementary Education, Reading, Early Childhood Education or closely related field; a proven record of teaching in education and administrative leadership; technology and multicultura/follingual education teaching backgrounds are especially valued. Applicants must demonstrate excellent teaching in public schools and/or child care for at least three years and in higher education for at least five years; ongoing research/creative work and grant writing related to teacher education; and commitment to outreach and service to public schools. The chair is responsible for leading the department and faculty in academic and fiscal affairs. Concate: Dr. Shirley Einst, Education Chair Search

ENGLISH. Candidates should submit evidence of specialization and currency in ethnic and/or non-traditional literature, specifically, literatures of Africa, African-America, and a post-cofonial literature and theory. Preference will be shown to a demonstrated ability to focus on Western literature from an African perspective.

Ph.D. and college teaching experience required. Candidate must have strong commitment not only to English majors, but also to students working to fulfill general education requirements. Applicants should show evidence of a commitment to diversity, including a knowledge of ways of learning. The twelve hour per semester course load consists of a combination of literature and writing courses. writing courses.

Candidates should also submit evidence of success in the teaching of expository writing, of strength in teaching, and of scholarly potentia Respond to Carl Meios, Search Chair.

**ECONOMICS AND MANAGEMENT SCIENCE** 

BUSINESS/FINANCE. Temporary, one-year position in Finance for the 1992-93 academic year. ABD or Ph.D. preferred, MBA required. Applicants' overall qualifications in the area of Finance will be considered. Responsibilities include teaching introductory and advanced Finance courses at the undergraduate level. Special consideration given to candidates who can teach across disci-plinary lines in Business.

Respond to. Professor Raigh Webb, Search Chair. GENERAL INFORMATION

Screening will begin immediately and continue until positions are fitted. Please send letter of interest, current vita, and names, addresses, and phone numbers of at least three seferences to the appropriate individual listed above at the hillwring address.

Eastern Connecticut State University
83 Windham Street Willimentic, Connecticut 06226

Eastern is an AAO/EEO employer and is aggressively recruiting female and minority applicants in an effort to bring greater diversity to its work force and



We are seeking to fill three tenure-track positions at the Assistant Professor level beginning Pall 1992. For one position, applicants should specialize in both Economics and Corporate Strategy. The other positions are in Finance. Excellence in teaching and an established research record are essential. Salary is highly competitive with above average benefit package. Application review will begin immediately and applications must be received by April 1, 1992. Contact Chair, Search Committee, Fuqua School of Business, Duke University, Box 205W, Durham, NC 27706.

Duke University is An Equal Opportunity/Affirmative Action Employer.

Computer Sciences Linfield College seeks to fill terrure track assistant professor resistor for fall 1992. Teach variety of undergraduate courses in computing science and business information stytems. Required by terraity, New Britain, Connecticut State University, New Britain, Conn ina experience rectaired, professibly beyond leaching assistant level. Pacifities leached two Sequent St7 UNIX systems on InterNet and othermst. mot labs with Mexicators and DOS PCs. Provide lotter of application with teaching and professional interests; current vitz, three letters of recommendation sent directly to Jinfield. and function sent directly to Jinfield. And function of localized and university work to Dr. Kenneth P. Goodrich, Dean of Faculty, Linfield College and University. Oregon 1971.8. Screening begins April 13. And 1908.

and veterans are encouraged to apply.

Computer Science: The Department of Computer Science at the University of Idaho Invites applications for a counter-track faculty position at the assistant professor level, however, outstanding applicants at the test state of the college of Engineering and one of the college of Engineering and Parallel Systems or Theory and Alsorithms. Qualification involving Distributed and research ability, potential for statisticalities a strong research program specialization involving Distributed and Parallel Systems or Theory and Alsorithms, and U.S. clitzenship or lawfully authorized alien worker status. Successful candidates are expected to pismic an active response program, perform staduate and undergandunts teaching, and supervise stretumes to successful candidates are expected to pismic an active response program. Perform staduate and undergandunts teaching, and supervise stretumes are supervised stretumes as a supervise stretumes and the calculations. The department has 13 tonurs—rack inculty, approximately 250 un-

#### **FACULTY POSITION**

Department of Educational Foundations, **Leadership and Technology AUBURN UNIVERSITY** 

Position: Educational Media, an area of specialization within the Department of Educational Foundations, Leadership, and Technology, provides students with knowledge and competencies in media and instructional design.

Rank: Assistant Professor, nine-month, tenure-track appointment with potential for summer employment.

Responsibilities: Teach undergraduate and graduate courses in educational media. Develop a program of research and external grant-seeking related to educational media. Serve on master's and lttees in the Department. Develop graduate courses in educational media.

Qualifications: Required: Earned doctorate in educational media/ instructional media/library science or related area. Evidence of re-search potential and eligibility for appointment to graduate faculty. Desired: K-12 experience and course work in instructional design Salary: Competitive.

Starting Date: September 16, 1992.

Review of applications will begin on March 30, 1992, and will continue until position is filled.

Applications for the position should include (a) letter of application reflecting qualifications and current research interests, (b) three letters of recommendation, (c) a curriculum vitae, and (d) copy of

Applications should be sent to:

Dr. Susan H. Bannon, Chair of Search Committee 2084 Haley Center Auburn University, AL 36849-5221

Auburn University is an Equal Opportunity, Aftirmative Action Employer. Women and minorities are encouraged to apply.



#### Sam Houston State University

Sam Houston State University is the 10th largest state-assisted institution Texas with 96 undergraduate, 79 graduate, and one ductoral program. Approximately 13,000 students and 450 faculty enjoy the advantages of picturesque Huntsville (rated us one of the best small cities in America) as well as the close proximity (60 miles) to the Houston metroplex.

Curriculum and Instruction: Assistant Professor to teach undergraduate/ graduate courses in the area of curriculum and instruction and classroom management. Three years of public/private teaching experience required. (Earned doctorate required.)

Agriculturer Assistant Professor to teach undergraduate courses in Agricultural Business and/or Animal Science. Research and public service expected. (Farned doctorate preferred.)

Consumer Services, Fashion and Design: Lecture position to teach courses in clothing, textiles, fashion merchandising, and related areas, (Farned doctorate preferred.)

The first two positions are tenure-track. Salary is competitive, depending on academic preparation and work experiences. Sertening of applicants will begin April 15, and continue until positions are filled. Qualified applicants should send professional resume and letter of interest

Dr. Carl Hurris, Dean College of Education and Applied Science Sam Houston State University Huntsville, TX 7734

Affirmative Action, Equal Opportunity Institution



# PHYSICS/

Dyersburg State Community College is accepting applications for Instructor of Physics/Math beginning August 1, 1992. Responsible for teaching courses in physics, physical science and mathematics on and off campus. Qualifications: Master's degree with 18 graduate semester hours in physics; 18 graduate hours in math preferred; willingness to acquire these hours if not already completed is expected. Qualifications to teach general chemistry desirable. Salary commensurate with qualifications, Application deadline March 25, 1992. Required documents; official DSCC application, resume, official transcripts and three current letters of recommendation, Send to Director of Human Resources, DSCC, P. O. Box 648, Dyersburg, TN 38025-0648. DSCC is an Affirmative Action, Equal Opportunity Employer. Minorities are encouraged to voluntarily Identify themselves.

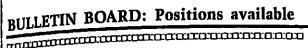
deraraduate majors, and 30 graduate students. BS and MS degrees are currently offered with plans underway for offering the Ph.D. degree in conpouter science. The department has established retearch laboratories for software engineering and formal methods and the department is associated with the NASA Microelectronics Retearch Center at the University of Idaho. The Computer Science Department halaptroximately 40 Unix workstations LHP Apollo, and DEC) which are networked and injure connections to Internet. Numerous other college and university work stations and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens and computer hisometories are available for finguity and citizens are citizens and citizens and citizens and citizens are citizens and citizens and citizens are citizens and citizens and citizens are citizens and citizens and citizens and citizens are citizens and citizens and citizens and citizens are citizens and citizens and citizens and citizens and citizens and citizens are citizens and citizens and citizens are citizens and citizens and citizens and citizens are citizens and citizens and citizens and citizens and citizens are citizens and citizens and

Counseling: Counseling Service Staff Clinician. University of Arkansas seeks a staff clinician for its Counseling and Psychological Service. Duties include brief Counseling/therapy: supervision of trulness: consultation and education; and development of apociality practice in areas such as say its bean issues, multicultural affaira, relationship violence, etc. Qualifications in clude doctorate in counseling or psychology (counseling or chinical) or master's in social work; two years appeared clinical experience with adults (college senter) forced); license eligibility within one year. Send letter of application, resume, and

counseling: Search re-upened. The University of Nurth Carolina. Greemboro. Assistant director/training director, Counseling and Testing Lenier. Position description: Opening Fall 1992, in a university counseling center. Join a psychodynamically-oriented staff as a system director and director of training for paid, half-time advanced doctoral suderns recruited from several North Carolina universities. Responsibilities include the coordination and further devolopment of this program as well as the possibility of establishing an intern training program in the future. Additional duties will be to provide quality crais, individual, group and consultation services and coordination of the Center's consultation/outerach program. The Counciling and International International International International International International Center is the primary provider of meaning length as the street of the consultation of the Center's consultatio

purtunity Employer.

Counseling: Assistant Director, Caled Services Istarting July-August, 1991, he in volve management and administration of clinical services provided by farmulate-disciplinary staff inclosed wides, psychiatrists, and social wafer with large caster of multi-disciplinary staff inclosed wafer, with large caster of multi-disciplinary staff inclosed social wafer, with have responsibility for results and istarting large group of temporary staff inclosed wafer. Will he expected to give with the property of the control of the con



#### THE UNIVERSITY OF NEBRASKA AT KEARNEY

### **College of Business and Technology**

The College of Business and Technology invites applications for the following administrative and teaching positions:

CHAIR, ACCOUNTING/FINANCE DEPARTMENT
CHAIR, MANAGEMENT/MARKETING DEPARTMENT
CHAIR, MANAGEMENT/MARKETING DEPARTMENT
CHAIR, BUSINESS ADMINISTRATION/EIDUCATION DEPARTMENT
ASSISTANT/ASSOCIATE PROFESSOR OF ACCOUNTING (anticipated)
ASSISTANT, ASSOCIATE PROFESSOR OF MARKETING (anticipated)
ASSISTANT/ASSOCIATE PROFESSOR OF MANAGEMENT (anticipated)

Responsibilities for the chair positions include administrating and promoting the department, participating in and promoting excellence in teaching, research, and publication. Qualifications include an earnest that tende, our standing teaching record, a strong research record, some administrative or business management experience, and excellent communication/interpersonal skills.

Responsibilities for the faculty positions no lude teaching courses in the academic area, conducting scholarship, and participating in related service activities. Qualifications include a doctorate degree (preferred) in the subject of activities and activities are any activities and activities and activities are all and a story activities and activities are activities. area, outstanding teaching record, and a strong research record.

area, outstanning reacting record, and a storag reaction of the University of Nebraska at Kearney serves 10,000 students, including 2,500 graduate students, as part of the University of Nebraska system. The Business & Economics Division of the College of Business and Technology has four departments, Accounting/Finance, Business Administration/Education, Economics, and Management/Marketing, Kearney is an attractive city of 25,000 residents located on 1-80 in the Platte Valley of south-central Nebras-

Application letter must include resume of education, experience, and scholadvactivities and three (3) references (names/addresses/positions/telephone numbers). Applications will be reviewed by the search i ommittees slatting March 31, 1992 and will continue until the positions are filled. All materials should be sent to: letters of recommendation to Professor Eric Poole, Graduate School

Dr. Galen D. Harlley, Dean College of Business and Technology University of Nebraska at Kearney Kearney, NI 68847 308/234-8342

The University of Nebraska at Kearney is an Athiniative Action, Figual Opportunity Employee Warnen and initiotities are encouraged to apply



#### NORTHERN STATE UNIVERSITY

#### Communication Disorders

Northern State is seeking qualified applicants for the position of Assistant Professor of Communication Disorders. Preference will be given to candidates with an earned doctorate in the area of communication disorders, and successful teaching experience. Candidate must hold CCC in speech/language pathology.

The appointee will teach classes in communication desorders; supervise practicum students; advise undergraduate students, establish and maintain service to the institution, community, and professional organizations; and develop/sustain a record of scholarly productivity indicalive of that required for promotion and tenure at Northern

Northern State is a comprehensive, multi-purpose, four-year and graduate institution providing both undergraduate and graduate programs typical of a smaller regional university. It is South Dukota's hird largest institution and the state's only comprehensive institution located in a population center.

Northern State enjoys popular support and growing enrollment. It recently completed an 8.9 million dollar physical education building. Nominations are solicited and applications with resumes and three letters of reference are invited. The position is available August 15, 1992. Address nominations and applications to Dr. Thomas Flickema, Vice President for Academic Affairs, Northern State University, Aberdeen, South Dakota 57401. Consideration of applications will begin on May 1, 1992 and will continue until the position is filled.

Send letters of nomination analysis, Ed.S., RN

Chair, Search Committee

University of Misspuri-Calumbia

S213 School of Nursing

Columbia, MO 05211

An Equal Opportunity Institution

Ph.D. In climical or counciliar psychologist in decision and five years experience to dispusability to extablish the other of a culturally diverse campus; already and three current references to Susan Romannico. 600 Razurback Road, Fayette-ville, Arkansas 12701, Review of applications will begin April 15, 1992. The University of Arkansas 12701, Review of applications will begin April 15, 1992. The University of Arkansas is an AA/EO Employer.

All applicants are subject to public dischormation Act. Persona brief must have proad of legal authority to work in the United States.

States.

Convenience Convenience of Applications, applications the distriction of the state of Applications and three current references to complete the convenience of the co

for certification of Practice and eligibility of Earls; at years of post-graduate experimone profer Diplomate, Board certification and practice. Profer Diplomate, Board certification applications mist include cover letter stational interest in, and compatibility with, the letters of reference. Application with a deal was three letters of reference. April cation and at dealers April 13, 1992. Send materials to the companion of the profession and the compatibility of the profession of the profession and the profession an

consultation and outcome programming. Locasing as psychologust in those expected within three years of employment. Twelve month feputsublet sometract with attractive benefits Position available September, 1992. Submit vita, and apart of the commendation, and a personal statement of interest including philosophy of professional

#### 1992-93 ALA MINORITY FELLOWSHIP **OPPORTUNITY**

The American Library Association (ALA), the oldest and largest national library association in the world, provides leadership for the development, promotion, and improvement of library and information services and the profession of librarianship through a comprehensive program including re-

Applications are being accepted for the 1992-93 American Library Association (ALA) Minority Fellowship Program. The program is designed to provide an opportunity for minority librarians to gain an understanding of association management, ALA's structure and operations, and how policy is formulated and implemented. The program is intended to improve the upward mobility of minority librarians, make AlA better known and more visible to minorities and minority librarians, and increase the number of minorities in the profession and in the ALA.

The American Library Association's goal is to help to eliminate the barriers that prevent minority librarians and information scientists from participaring fully in the profession. The American Library Association recognizes that one institution or professional association cannot eliminate the barriers alone, but strongly believes that professional associations have a significant role to play and must provide leadership by example.

To qualify, an applicant must: be a librarian/information professional (American Indian or Alaskan Native, Asian or Pacific/Islander, African American, or Latino); hold a Master's degree from a library science program accredited by the ALA or from a program that meets the ALAASL curriculum guidelines within a unit accredited by the National Council for the Accreditation of Teacher Education; have a minimum of three years of professional working experience in a library or information science environment; be a member of ALA at the start of the fellowship.

The 1992-93 supend for the ALA Minority Fellow is \$10,000 plus medical, dental, life and disability insurance and relucation assistance to Chicago. To obtain more information about the program or to receive application materi-

American Library Association Office for Library Gurreach Services 50 East Huron Street, Chicago, Illinois 60611 1-800-545-2433, ext. 4294

The postmarked deadline for applications is applications is April 1, 1992.

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#### THE UNIVERSITY OF PENNSYLVANIA

#### Graduate School of Education NEW FACULTY POSITION, URBAN MINORITY/

**COMMUNITY EDUCATION** THE GRADUATE SCHOOL OF EDUCATION of The University of Pennsylvania intends to make a tenure-track appointment, rank open. We seek a candidate who has demonstrated commitment to research on We seek a condidate who has demonstrated commitment to research on informity and urban/community issues in education and who presents substantial evidence of potential for excellence in research and leaching. Candidates should submit a letter explaining their interest and commitment, a vita, a complete set of publications and preprints, and at least three letters of recommendation. All materials must be received by March 15, 1992, and may be accepted beyond this date, within reason. Materials should be sent to: Professor Robert Boruch, Chair, Search Committee, Psychology in Education Division, Gradinate School of Education. The University of Pennsylvania, 3700 Walnut Street, Philodelphia, PA 19104-6216. The University of Pennsylvania is an Equal Opportunity, Affirmative Action Employer.

#### ST. CLOUD STATE UNIVERSITY St. Cloud, MN 56301-4498 MATHEMATICS EDUCATION TENURE-TRACK POSITION

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Assistant Professor, Fatl 1992. Salary commensurate with experience. Qualifications: Ductorate for near completion) in math ed. and master's in math or equivalent, evidence of quality teaching, strong potential for scholarly and professional activity. Responsibilities: Teach 12 hrs./qtr. undergrad/grad math ed. and math, curr. (leve-lopment, conduct washps, professional and scholarly activities.

Senul letter of application, vita, SCSU Application Form, transcripts, three letters of reference by 4/15/92 to Dr. Charles Ernst, Chair, Math Ed. Search Cummittee, Dept. of Mathematics and Statistics. Women and inhonities are nurraged to apply.

extensive group program for students dealing with cultural issues, gender issues, eating disorders, sexual abuse and the effects of dyslunctional families. A Ph. D. or Ed. D to Counseling or Canteal psychology along with a one-year internatip are required. Preference is given those candidates from with a one-year internship are required. Preference is given those candidates from APA approved programs and with college countering center experience. We are especially interested in attracting inhority and women candidates. Salary is commensurate with qualifications and experience. Application may be made by submitting: (1) a current vita; (2) a letter stating the applicant's interest in working in a university counceling center with a developmental focus; (3) three letters of reference from ladividuals knowledgeable about the applicant's training, experience, and skillis; and (4) official transcripts of all graduate work to. University Personnel Services, University of Louisville, Louisville, Restucky 40252. Position available July 1, 1922. Application materials should be dated no later than March 30, 1932; openion open until filled. The University of Louisville is an Affirmative Action, Equal Opportunity Employer.

University, Full-time, tenure track, August 16, 1992. Qualifications: Barned Doctorate in Counseling Psychology or Counselor Education, Eligibility for Washinston Psychologist Liconure is destrable. Evidence of research and publications. Experience with multicultural education and diverse with multicultural education and diverse populations is desired. Teaching asperiesce and/or supervision of practicum students in school counseling is highly desirable. Dutles: Teach core graduate courses
in Educational and Counseling Psychologysupervise graduate level research and training, develop and maintain scholarly research program, coordinate Ed.M. program in school and agency counseling,
serve on appropriate Departmental and
University committees, develop and maintain collaborative relationships with K-12
schools. WSU Tri-Cities is located in a new
facility in Richland, Washington and offers
undergraduate and graduate prigramm, The



The newly created division of Allied Health and Public Service requires an energetic program builder to assume responsibility for current curriculum areas of Radiologic Technology, EMS-Paramedic, Nursing Assistant, Respiratory Care, In-Home Child Care and Fire Science and develop proposed curricula in Physical Therapist Assistant, Homemaker/Home Health Aide, Medical Assistant, and Occupational Therapist Assistant.

Qualifications for Division Head (Assistant or Associate Professor or Professor): Master's Degree in Health, Education, Administration, or related field; three to five years experience in a field directly related to the division; three to five years post-secondary teaching experience preferred. Position is tenure track. Effective June 1, 1992 (sooner if possible.) Salary range \$35,800 - \$43,000 for 12 months. Benefits include group medical, hospital, and dental insurance, group life insurance and state educational retirement.

Doña Ana Branch Community College, a branch of New Mexico State University, is located in one of the fastest growing areas of the country. The opportunity to work in a caring, student-centered institution dedicated to teaching and learning is enhanced by year-round sunshine, friendly people and low taxes. Over 3,000 students are enrolled in vocational/technical and developmental courses leading to associate in applied science degrees and certificates.

Send letter of application, resume, references and transcripts by April 1, 1992 to:

> Donaciano E. Gonzalez, Provost Dofia Ana Branch Community College P.O. Box 30001, Dept. 3DA Las Cruces, New Mexico 88003

DABCONMSU IS AN EBOYAA EMPLOYER

#### CHAIR Department of French and Italian *VANDERBILT UNIVERSITY*

Senior position to chair the department for specialist in 18th or 19th contury French literature, preferred effective date Fall, 1992. Vanderbilt is an EO/AA employer. Send inquiries to: Professor Luigi Mongu, Vanderbilt University, Box 1060 Station B. Neshville, TN 37235.

Counselor Education: Assistant/Associate Professor, Pull-time, tenure-track position, beginning Fall 1992. The successful candidate should have an interest in mental health practice settings, a commitment to doing research, supervising graduate interns, teaching at master's, specialist and doctoral levels, and working with doctoral research projects. Requirements include earned doctorate in Counselor Education, Counseling Psychology or related see, and community agency counseling experience. Experience and interest in acheel psychology is desirable. Eligibility for Onio Clinical Counselor or psychologist Heensure is desirable. Salary is competitive and negoon is destinate. Ensulvation of the control of counselor or psychologist licensure is destrable. Salary is competitive and negotiable. The Department of Counselor and Human Services Education oftens CA-CREF-accedated mester's level programs in community seemey and school counseling, and offers education specialist and doctoral dearces in Counseling and School Psychology (NASP Approved). The Department has received Academic Challenge Funds from the State of Ohio to support research efforts; therefore, well-defined research interests by the candidate are essential. The University of Totedo is the fourth largest university in Ohio with 24,000 students, located in an attractive suburban setting. Applications will be succepted until the position is filled. Send letter of application, resumé, transcripts, and the names, addresses and phone numbers of thee references, and any recent publications to Martin H. Richele, Acting Cheir, Department of Counselor and Human Services Education. The University of Toledo. Ohio 41606. Equal Opportunity, Affirmative Acting Employer. Women and minorities are especially oncouraged to apply.

Criminal justice: Faculty position. Commin State College seeks to fill a full-time tenure track position for an Assistant or Associate Professor of Criminal Justice Studies. The aurting date is August 17, 1992. Each candidate must possess an conted Ph.D. in criminal justice or a closely related field. Experience us a criminal justice professional, demonstrated ability as a researcher/scholar, and oblilty to compete successfully for grants are destrable. Responsibilities include teaching undergraduate and graduate courses; advasting undergraduate and graduate students students papers and theses. Additionally, the successful candidate is expected to serve on college committees and to engage in community-service activities. Stary and rank will be commissionale with academic qualifications. bachelor's degrees in the arts and sciences, teacher education, and cursing as well as master's degrees in criminal justice, rehabilitation counselina, special education, and adult and seneral education. As required by the 1986 immigration Act, applicants should be prepared to present acceptable documentation showing their identity and their U.S. clitenable or alien status authorizing work in the U.S. Coppus State College is an Affirmative Action, Equal Opportunity Employer.

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#### **ASSISTANT OR ASSOCIATE** PROFESSOR OF ACCOUNTING (Up to Two Positions)

DATE OF APPOINTMENT: August 27, 1992
SALARY: \$32,479 to \$42,408 for nine-months plus attractive University frings benefits (based on 1991-92 faculty salary schedule). Summer teaching for six weeks is normally available at

the same rate of pay.

RESPONSIBILITIES: Teach twelve semester credit hours each RESPONSIBILITIES: leach twelve semester credit hours each semester at the graduate and undergraduate level. Desired teaching lields include auditing, theory, tax and cost accounting.

QUALIFICATIONS: ACADEMIC: Ph.D. or DBA degree with a major or concentration in Accounting. EXPERIENCE: Teaching experience preferred.

SPECIAL SKILLS OR REQUIREMENTS: CPA Certification preferred. Ability to work with LOTIES 1.2.2 preferred.

preferred. Ability to work with LOTUS 1,23 preferred. Ability to communicate elfectively with undergraduate students. Candidate should be decloated to excellence in teaching and have a strong commitment to high academic and professional standards both in and outside of the classroom.

and outside of the classroom.

THE UNIVERSITY: Angelo State University was recognized as one of the "Up and Comers" in American Higher Education in U.S. News and World Report's 1991 College Guide, "America's Best Colleges," based upon a reputational survey of the nation's college presidents and deans. The University has one of the most modern and attractive campuses in the nation and is fully accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award degrees at the associate, bachelor's and master's levels. The University student body of approximately 6,130 ranks first among regional universities in Texas in the high percentile ranking of entering freshmen in their high school graduating classes. The University offers one of the largest and most distinctive scademic scholarship programs in the nation.

APPLY TO: Dr. Andrew J. Dane, Head APPLY TO: Dr. Andrew J. Dane, Head

Department of Accounting, Economics, and Finance Angelo State University San Angelo, Texas 76909 (915) 942-2046

APPLICATION DEADLINE: Deadline is open but may be closed anylime after April 8, 1992.



AN EQUAL OPPORTUNITY EMPLOYER

### HATAN BA NA MANAMBAN KATAN BA MATAN BANKAN BARAN BARAN BANKAN BANKAN BANKAN BANKAN BANKAN BANKAN BANKAN BANKAN

Full-time Faculty MONTGOMERY COLLEGE, a multi-campus community college located near Washington, D.C. and Baltimore, Maryland, is seeking full-time faculty to teach the following courses beginning with the Fall Semester 1992:

Developmental English English Composition Literature English as a Second Language Reading Developmental Reading

Master's degree in English, Reading, Composition/Rhetoric, TESOL, Linguistics, Special Education or a closely related field is required. Demonstrated teaching skills are required. Demonstrated skills teaching reading using the phonetic approach are required for some reading courses. One or more years' experience in community college teaching is preferred. Knowledge of at feast one language other than English is preferred for St. courses. Knowledge of sequential development of reading skills is required for developmental reading courses. Experience teaching learning disabled students who have difficulty reading, writing and spelling is preferred for some courses. Successful candidates are expected to to participate in committee activities, advise students and assist in course and program development.

Review of applications begins immediately and continues until positions are

Call [301] 279-5374 for a faculty application or pick up one at:

MONTGOMERY COLLEGE Office of Human Resources 900 Hungerford Drive, Suite 130 Rockville, Maryland 20850

Montgomery College is an EEO/AA, Thie IX Institution.

Criminal justice/Criminology: Ball State University, Muncle, Indiana, The Departuent of Criminology: Ball State University, Muncle, Indiana, The Departuent of Criminology is seeking applications for a tenure-track position at the Assistant Professor level benfaming August 1992. A Ph.D. in criminal listice, criminology, or related area, and trideace of effective college or university teaching and research are required, ABD will be considered but degree must be considered by December 19, 1992. All appointments

|zations in criminal justice/criminology will | required. University teaching and professional performance experience preferred. be considered. Salary is dependent upon qualifications. Review of applications will begin immediately and continue until the position is filled. Submit vits, evidence of effective colleage or university teaching, and three current, original letters of reference to: Chairpersop. Search Committee, Department of Criminal Justice and Criminology, North Qued 248, Ball State University, Muncie, Indiana 47306. Ball State University is an Equal Opportunity, Affirmative Action Employer and is attentive within its community.

Dance Modern Dance position in accredited BFA program beginning August 17, 1992. Assistant Professor of Modern Dance, teaure-track. Teach beginning through advanced Modern Technique, Jazz, Composition, Choreography, and one or more of the following: Tap, Munic for Dance, or Dance History, Participate in advising, recruiting, and other stress of service to the Program and University. Choreograph for mudent productions, MFA in Dance direct student productions, MFA in Dance

aonai performance experience prefured. Salary commensurate with qualifications. Send letter of application, curriculum vites, and three letters of recommendation to Professor. Kim Stephens, Director of Dance, Box 101, The Wichita State University, 1845. Fairmount, Wichita. Kanass 67:08. Completed applications about be received no later than March 25, 1992. AAV.

UNIVERSITY OF

SOUTH DAKOTA

**SCHOOL OF BUSINESS** 

The School of Business represents a vibrant part of the rapidly growing University of South Dakota. Accredited by the AACSB, the School offers Bachelor's Degrees in Business Administration and Health Services Administration and Master's Degrees in Business Administration, Professional Accountancy and Economics. In anticipation of further growth and the need to fill existing vacancies, the following faculty and administrative positions are anticipated for fall 1992:

Health Services Administration: One full time tenure track position or two half time non-tenure track positions (may be possible to secure additional appointment within another health related department). Assistant or

Marketing: One tenure track position, Assistant or Associate Professor

Accounting: Three tenure track positions, Two Assistant or Associate Professor levels, one Associate or full Professor level with MPA coordinator

Academic Advising Director: Housed in the Career Development Center, the School of Business Academic Advising Director is responsible for pre-business students assisting in recruiting, advising, registration, coordinating special services and coordinating the faculty advising function for all business students.

Candidates must possess minimum qualifications including an earned doctorate in appropriate field for all positions with the rank of Assistant Professor or above by the start of fail Semester, 1992. Salary is dependent on qualifications and rank. To receive a detailed description of any of these anticipated positions, contact Dr. Robert W. Reinke, Associate Dean, School of Business, 414 East Clark Street, Vermillion, SD 57069.

Applications consist of a letter of application, vita, writing sample, and at least three references (names, addresses, and telephone numbers please).

The University of South Dakota is an affirmative action, equal opportunity employer and educational institution.

**Ernst & Young Professorship** 

SAINT LOUIS UNIVERSITY

The Department of Accounting at SAINT LOUIS UNIVERSITY invites nominations and applications for an ERNST & YOUNG PROFESSOR-SHIP. Qualifications include an earned doctorate in accounting, a significant record of scholarly publication, and a strong continuing commitment to excellence in research and teaching in financial accounting, management accounting, auditing or accounting information systems. Teaching responsibilities will depend on the candidate's background and interests but will require active participation in the Ph.D. program, Salary and fringe benefits are very competitive.

are very competitive.

Saint Louis University, founded in 1818 as the first university west of the Mississippi River, is a private Jesuit matitution located in the heart of the St. Louis metropolitan area. The School of Business and Administration is fully accredited by the AACSIs and has competitive admission standards. The Department of Accounting is one of five academic units in the School and provides programs leading to the Doctor of Philosophy, Master of Professional Accounting, and Bachelor of Science degrees. Send correspondence to Professor John N. Kissinger, Department of Accounting, School of Business and Administration, Saint Louis University, 467-1 Lindell Boulevard, St. Louis, Missouri 63108. Applications will be accepted until April 1, 1992.

Sazar Louis University is an Equal Opportunity. Affirmative Action Employer Minorities and winners are encouraged to apply.

Waynesburg College is seeking applicants for a fulllime Assistant Professor folder ranks considered) with
an emphasis in public administration. Ph.D. preferred,
ABD considered; teaching and/or public administrative
experience destrable. The successful candidate will
teach primarily in an undergraduate PA program in the Social Science Department. Courses will include planning, personnel, budgeting, and grants. Some
opportunity to teach other political science courses and an introductory social
science course. The 1,250 student biberal arts institution emphasizes and encourages quality teaching and advising. The candidate should be committed to
the mission and purpose of church-related education. Applications will be
accepted until the position is filled. Applicants should submit a letter of interest
and a current résumé along with the names, addresses and telephone numbers of three references to: The Personnel Office, Waynesburg College,
Waynesburg, PA 15370, AA/EOE.

POLITICAL SCIENCE/

**PUBLIC ADMINISTRATION** 

Review of applications will begin March 16, 1992.

Management: One tenure track position, Assistant or Associate level.

One instructor level position, non-tenure track.

Debate: Debate Coach position. McNeese State University is seeking applicants for a tenure-track position in formalcs. The person filling this position will be responsible for all aspects of a large and well-funded CEDA program. Teaching assignments will be in argumentation, forestice, advanced public apeaking, persuasion, and rhetorical theory and criticism. Candidates must have the stills to bost a forestics tournament superior managerial skills, and a commitment to forestics as an extension of communication education. Ph.D. is attornily preferred, but ABD and MA candidates, will be compilered. Please submit vitis and five leiters of recommendation to Dr. Raymond S. Rodgers, Head, Department of

Violing: IUANS in hoseous the next education or equivalent required makes degraded these areas through performed. For years majorance it teather, dual through yethered. For years majorance is teather, dual through World Violett and Trade 12.4 majorant engineers with stablete teathering professed Rockey? dualities and copy trade are trade in the second copy trade in the second co Altity is contribute in meaningful ways to the colonge's meaning commitmed to a pluration, and instead at the interest discipling their red People who are deal or haze of neuring in this desire ty answerences of a manager

Band letter of application, resume, and three letters of reference in Rochester Institute of Technology Narional Technical Institute for the Deal Dr. William Rudrich, Department Chaiperson Hugh L. Carey Burlaing, Room 2410

Post Office Box 9997 Rochester, New York 14623-0897

Recharter invitate of fechnology is an all ring, as accommod of

#### Northeast Texas Community College FACULTY OPENINGS

 AGRICULTURE COMPUTER SCIENCE

Qualifications: Master's degree with 18 semester graduate hours in the find disclosions. is from Dr. Susan McBride, Executive Dean of Institute

Formal screening of applicants will begin April 15, 1992 Positions are stiffl to approval of the Board of Trustees, and are contingent on funding. Manifel and women are encouraged to apply. Northeast is an AMEOE instituted

Speech and Theatre Arts. MSU. Lake
Charles, Louislana 70609, Closing date to
May I or until position is filled. McNeeve is
an equal opportunity university.

Nanda, Chairman, Department of the
Optimizer of the charles of the control of the charles of the charles

Dentistry / Repairch Dentistry - Research Associate in Orthodontics. Candidate must possess D.D.S., degree or foreign requivalent, an M. S. degree and a clinical specialty carificate in orthodontics. Experience in research design, statistical analysis and laboratory animal research will be preferred. Duries include 105-line teaching and research. Send applications and curriculum vitae by April 10, 1992, to Dr. Ram S.

### LYNDON STATE COLLEGE FACULTY POSITIONS

FALL 1992

Lyndon State College is a vigorously growing comprehensive stitution with degrees through the master's lovel Nesteduck mountains of Vermont's Northeast Kingdom, Lyndon as: 1 1,150 undergraduates and 200 graduate and non-degree studies and employs 60 full-time and 50 adjunct faculty.

Lyndon's faculty are especially attentive to an academish-verse student body, including a growing number of non-takin-al students. The College's mission emphasizes personal atten-to Individuals. Faculty are active in campus governance mode-mainty service, while effective teaching is an important mass for continued employment. Successful candidates will also s-onstrate ability to work harmoniously with colleagues.

Salary is commensurate with experience under collective t gaining guidelines; generous benefit package is provided.

BUSINESS ADMINISTRATION: Tomere-track Assistant Profe-

to teach introductory management and upper-lavel Accompany Management and/or Small Business. Responsible to teach; courses/somester, keep program current, develop courses addition estudents. M.B.A. or Doctorate in related field required by agement and/or college teaching preferred. Knowledge of hymess software, good communication skills and ability to design regional business contacts highly desirable.

RECREATION RESOURCE AND SKI RESORT MANAGEMENT Tenure-track, Assistant Professor to teach core curiculand credits/semester) which may include resource management, or

munity recreation, resort management, recreation activity a ning and programming, outdoor recreation.

Qualifications: Ph.D. or enemed Ed.D. in recreation or less

Qualifications: 19.19, or curried Ed.19, in recreation or magnitudies, resource management, or equivalent discipling egginere in teaching recreation core courses; evidence of research; publication; demonstrated commitment to the education of a dergraduates and service to communities. Ability to develop in the service to communities and service to communities are services as with ski industry, resource based organizations in F. Northeast and develop education-industry networks.

Send letter of application and vita disting names and phonon bers of at least three references to Chair, Faculty Seach & mittee, e/o Dr. Rex C. Myers, Academic Dean, Lyndon State lege, Lydonville, VT 05851.

Position will remain open until qualified applicant is food view of applications will begin March 28, 1992.

Tenure-Track and Visiting Faculty Position

Business Occupations Department National Technical Institute for the Deal

A College of Rochester Institute of Technological

Walting: lead to the district of the second of the one of process and but og spring, said posted generall terraneous literation describes and action purely-pulses in procedum destinance second

Qualifications: Tenure-track: MALK), in terminal, business into our, or equivalently full year proving management by attacks our box ries. They hing and conscious expensions for our type of both 1.2.1. Would'effect, and other computer table. Sign language is to a 2 to report equivalent.

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#### **FORT HAYS STATE UNIVERSITY COLLEGE OF EDUCATION**

Department of Administration. Counseling, and Educational Studies

Applications and nominations are sought for the chair of the Department of Administration, Counseling and Educational Studies (ACES). The department is one of five in the College of Education and offers undergraduate programs in secondary education, and graduate programs in educational administration, counseling, English as a second language and school library media. The department is noted for significant contributions to the educational leadership in western Kansas. The position is available August

I, 1992.
QUALIFICATIONS: The successful candidate will have an earned doctorate in one of the areas of specialty within the department. Experience with and expertise in state-of-the-art educational practices such as restructuring schools, school based management, effective schools, outcomes assessment, school/community partnerships and innovative programming are preferred. Preference will be given to candidates with public school teaching, administrative and multicultural experiences. Professional background and scholarly productivity must be commensurate with appointment at the associate or professor level.

The position is 5 FTF administration and .5 FTE instructional. The chair

ment at the associate or professor level.

The position is .5 FTE administration and .5 FTE instructional. The chair serves as the academic and administrative leader of the department and is responsible for management of budget, personnel, governance, instructional offerings and assessment, faculty development and communication with extending continuously.

APPLICATION: An application is considered completed when a letter of application, vita, statement regarding your vision of schools for the 21st century, and three current references are on file. Please send to:

Dr. Thomas Guss, Chair Dept. of ACES Chair Search Committee Fort Hays State University 600 Park Street Hays, KS 67601

Members of protected groups are encouraged to apply. FHSU is an AAV EOE employer. The selection process will begin March 30, 1992 and will continue until the position is filled.

#### FISK UNIVERSITY

#### Tenure-track faculty openings, August 1992

**BIOLOGY.** Associate professor (other ranks considered). Biolecimology background preferred, with ability to nitract research famils; for undergraduate and masters level teaching. COMPUTER SCIENCE. Assistant or associate professor. Doctorate required in computer science, or in an affect area with the figurant in computer science of the

ECONOMICS/FINANCE, Assistant professor. To teach finance, economics, and quantitative methods, and participate in interefee lightney one curriculum.

EXCLISIT. Assistant or associate professor. Two positions: Composition special-ist to coordinate writing across the carriculum program. Also a position in litera-lure, with area of specialization open, but tea topoint in African-American litera-ture or ability to teach interdisciplinary consecretic arts: course helpful. RANAGEMENT: Assistant professor (other ranks considered). To lead to business policy and strategy, originizational behavior. Ability to lead to consecs in risinguement information systems and/or marketing is an advantage as well. MODERN FOREIGN LANGUAGES. Assistant or associate patieson. Preferred condidite would be able to teach french and either German or Sistabile or one language (either French or German) plus comes in the core "would and its peoples" sequence.

MUSIC. Rath open. University organist; teaching responsibility in other areas also possibly including choral music, music history, music theory, and core creative areas course.

PHILOSOPHY. Associate professor preferred. Broad preparation in philosophy required, with ability to teach an intendisciplinary conclumnabiles course. Buckground is Confinental or non-Western philosophy, and in literature or religion height. Possibility of chalding a small department of religious and philosophical studies.

SOCIOLOGY, Assistant or associate professor. Undergraduate and masters been teaching in sociology, and participation to core would not it speoples' sequence. Refer intercultural research interest and ability to affract research funds.

Appointment at assistant professor rank normally requires terminal degree in hard; higher rank requires additional scholarly and tenching record. Institutor appointments considered for cantificates in the final sugges of pursuit of a terminal degree. Review of applications will begin by Peturany 29 and comiting until the positions have been filled. Applications should include a resume and cover letter and should be addressed to the Deam of Academic Affairs. Fisk University, Nash-Ville, TN 38208-3051. Please use the mail: do not fax or phone. Fisk is an Equal Opportunity, Affirmiative Action Employer.

Divelopment: Development Associate, Massachusetts Society for the Prevention of Cruelty to Aujmals. Reporting to the tica President, the Development associate will be responsible for the solicitation of corporate and foundation support, special models and major affix, the enhancement call projects and events and provinces and comparison of corporate and foundation support, special models will have a minimum of four to six very of development apprinces. The successful candidate will have direct expensional fund radiotate will have direct expensional development and supports the major donors and corporate and fundation fund radiotate will have direct expensional fundation fund radiotate. The successful candidate will have direct expensional fundation fundati pointed the property of the successpainted the successpainted the successpainted the successparty of the successparty of the successparty of the successparty of the successlively on the stelephone as well as face-tohee and enjoy working in a team
environment. A commitment to the goals
and childsophy of the organization is a resume of the successsum of the sum of the successsum of the successsum of the successsum of

or reinted technical area preferred. Screening begins March 15, 1992, Available August 1, 1992. Send letter stating career goals and interest to the position, resume, transcripts, and the pames of three references to: Dr. Martha Anne Dow. Vice President of Academic Affairs, Northern Montana Collega, Havre, Montana 59501. AA/EC/P.

Development Development Associate. Of Cruelty to Animals. Reporting to the Cite President, the Development Associate of Cruelty in Animals. Reporting to the Cite President, the Development Associate will be responsible for the solicitation of special and major affs, the enhancement of comments and of the solicitation of special and major affs, the enhancement of comments and of the present the collection of the co

ty, affirmative action institution.

Early Childhood Education: The University of Wisconsin-Platteville invites applications for an Assistant Professor tenure-track postilon with specialization in early childhood education. This position requires a minimum of three (3) years' teaching in grades NK-3. (Doctorate preferred, Mester's minimum.) The successful applicant will teach Early Childhood courses, advise, and supervise practicums. The University offers continuing education courses in Southwest Wisconsin. Salary and benefits are competitive. A letter of application, names of three (3) references, and resume should be sent to Tom LoGuidice. Chair: Department of Teaching: University Plate, University of Wisconsin Platteville. Wisconsin 53818, 608-342-1274. Application deading is April 5, 1992. An alphabetical list of all nonlinees and applicants, without differentiation, may be released following the closing date. [JW-Platteville is an Affirmative Action, Equal Opportunity Employer. Women and minority group members are especially encouraged to arpity. Early Childhood Education: Tenure-track. Early Childhood Education: Temure-track, instructuri/arsistant Professor, beginning Fall 1992. Director of early childhood center and teach underguadrate early childhood courses. Master's degree required; Doctorate preferred. Teacher certifications there years of teaching at the preschool primary grade level preferred. Rank and safery commensurate with experience qualifications. Send letter of application, resums, transcripts, and 3 ketters of reference by April 3, 1992 to Angle O'Hara, Persannel, Panhandle State University, P. O. Box 430, Ododwell, Oklahoma 73939.

fwelve hours per semester teaching load. Other responsibilities include student advising texperiance preferred, program develupment and willingness to participate in committee work. Send letter of interest, resume, copies of all graduute transcripts, and names, addresses and telephone numbers of three professional references to Ms. Roberta L. Chamberlin, Associate Director of Personnel Services, Prostburg State University, Frostburg, Maryland 2132. All documents must be received by April 5, 1992. AAJBOB Employer.

the College and University System. Fringe benefits include life insurance, health insurance, elicement plus, paid hubitays, on-nut leave and sick leave. Applications received after this date may be considered until to produlent in Illia. Consistent with the available July 1, 1992. Interested persons shutted send a complete vita and letter of application to: Chairperson, Search and Screen Committee, Developmental Sudices, P.O. Box 3, Atlanta Metropolitan College, 1630 Stewart Avenue, S. W., Atlanta, Georgea 10310. AMC is an equal orportunity, affirmative action institution. Economics: Assistant Professor, tenure track position for September, 1992. Sweet Birls College is seeking a person to assume responsibility for the microeconomic aspects of the program of a three-person department in a liberal arts college for women. This position will require annual introductory and interwediate classes plus four upper level dictented year courses. Some fiexibility in upper level courses to meet candidate's interests, but econometries is especially desirable. Dedication and excellence in teaching and evidence of continuous scholarly activity are primary requirements for success in this position. Previous teaching experience and documented evidence of success in desired. Nine hour teaching load. AAUP rank it salary scale. Ph. D. required. Please send your application including a vita, collegiate records and three letters of reference to: Dr. Reuben O. Miller. Chair, Department of Economics, Sweet Birar, Virginia 24593. Women and minorities are encouraged to apply. Sweet Birar, Virginia 24593. Women and minorities are encouraged to apply. Sweet Birar College. School

Economics: Trenton State College, School of Business, Beonomics: A tenure track anticipated vacancy as Assilatin Professor to bean Settember 1, 1992. Successful applithe spiral state of the spiral state of the spiral state of the spiral s

Education: Faculty position: Teacher Edu-cation. Emphasis on multicultural educa-tion, special education, and supervision of Field placements. The Department of Edu-cation/Psychology at Madonna University is accepting applications for a full-time fac-ulty position in education beginning Au-



Director

FLORIDA ATLANTIC

UNIVERSITY

invites applications and nominations for the following positions available for August 1992

One tenure track opening in Transportation/Logistics at the Associate/full level. The position is at the Broward Campus of the University in First Landgridge, Quaditorious require a triving publication record, evidence of continued received activity, reaching excellence, and it obtained depending in Transportation/Logistics of related both. Candidate must be able to teach Operations Research, Operations Management or Computer Information Systems, courses Send resume to Dr. Marvin Hersh, Department of Decision a Information Systems, College of Business, by April 15, 1992.

CharalVocal Music—Associate Professor, Dectorate preferred Direct University chonic ensemble, teach applied sone and teach in other areas of expertise which may unleaded music education. Previous colleged well teaching espectance and experience in recruiting are preferable. Adequate keyboard problemcy to accompany soice leasons is destrable. Send letter of application, vita, transcripts, and three recent letters of reference to Dr. Stuart (absert, Char, Department of Music. Deadline extended to March 90, 1992).

The Department of Relettical Engineering has a facility response previous for an Assistance of the programment of march 90, 1992.

The Department of Electrical Engineering has a faculty postum opening for an Assistant Professor. Applicants must have a Ph.D. degree and demonstrated research excellence in the area of Controls and Robones. Earlify hired into this position will be expected to initiate funded research programs and to teach related courses. Source along the search programs and to teach related courses. Source along the search programs and to teach related courses. Source along the programs and to teach related courses. Source along the programs and to teach related courses. Source along the programs and to teach related courses. Source along the programs and to teach related courses.

ring, by May 1, 1992.

The Department of Physics has a tenure track faculty position in experimental condensed matter physics at the assistant of associate professor level. This was be tilled at the Visiting Assistant/Associate level. This successful candidate will be espectful to have demonstrated the competence to carry our an acrive program of research on the properties of high temperature superconductors, metals, and alloys, and to reach at the uniterigraduate and graduate levels. Duries will include the development and direction of a modern laboratory for the analysis of materials and also interaction with graduate surferns and colleagues in condensed matter physics. A knowledge of a ray physics, electron microscopy, and other analysis of echinques will be presumed. The department has a Ph.D. program and his recently appointed several professors with expertise in theorem, and and experimental condensed matter physics. Applications should be sent to Dr. R. F. Steeton, Chaurman, Department of Physics, by April 15, 1992.

FLORIDA ATLANTIC UNIVERSITY P. O. Box 30/1, Box 2 Raion, FL 33/31/09/21

A Member of the State University System of Florida An Affirmative Action, Equal Opportunity Employer Jembers of protected classes are encouraged to appl

TALLADEGA COLLEGE

Talladega, Alabama

falladega College Invites applications and nominations for the following nine-month ten-ure track positions at the rank of Associate or full Professor.

Social Work: The successful applicant for this position must meet the following require-

2. Two years' MSW employment.
3. MSW required; DSW or Ph D. preferred
4. Be willing to teach across the BSW curriculum and to work cooperatively in the expansion and development of external relationships.

Business and Finance: The successful applicant for this position must meet the following

1 Graduation from an accredited institution.
2. A Ph.D. in Accounting or a Ph.D. in Business with emphasis in Accounting.
3. Be willing to teach courses in the areas of accounting and finance.
4. Be willing to easist students with professional development and work competitively in the expansion of cooperative relationships.

Talladega College is an equal opportunity employer. Minorities, women and other qualified applicants are encouraged to submit a fetter of application, résumé and the names of three 131 professional references to:

Dr. Fred W. Dauser, Dean Division of Human Resources Talladega College 627 West Battle Street Talladega, AL 35160

1. MSW from a CSWE approved school of Social Wo

LAKE TAHOE COMMUNITY COLLEGE South Lake Tahoe, California

1992/93 FACULTY VACANCIES

CHEMISTRY/GEOLOGY

Teaches courses in general, preparatory and organic chemistry as primary responsibilities; teaches California, physical and historical geology as additional responsibilities.

ART, TWO-DIMENSION

Teaches courses in painting, printmaking, silkscreen and

color theory; shares responsibilities in teaching art history, drawing and design. ENGLISH AS A SECOND LANGUAGE

Teaches English as a Second Language courses ranging from beginning to advanced.

BASIC SKILLS (ENGLISH) Instructor Teaches courses in writing and/or reading and study skills, which are preparatory to required college level coursework.

LEARNING ASSISTANCE CENTER Directs all center activities, including training and schoduling tutors; hiring, training, scheduling and supervising assistants; assisting with maintenance and development of computer assisted instruction; managing assessmen

Director(50)/ CHILD DEVELOPMENT CENTER structor(.50) EARLY CHILDHOOD EDUCATION

Supervises start-up and on-going operations of a new Child Development Center, and teaches Early Childhood Educa-

All positions are full-time, tenure track and generally are 10 months per year. All are open until filled; however, to ensure consideration, complete application packets should be received by 5:00 p.m. March 27. 1992. Requirements normally include a Master's or equivalent in the area, or a valid California teaching credential. Entry level compensation is \$33,410 to \$40,967, based on scademic preparation and experience. Please refer to the job announcements for complete descriptions and requirements. A District application form is required. For applications and information,

> Personnel Services Lake Tahoe Community College District One College Drive, P.O. Box 14445 So. Lake Tahos, CA 96151 PHONE: (916)541-4660, ext. 221 FAX: (916)541-7852 EEO/AA EMPLOYER

Minorities and Women Are Encouraged To Apply.

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#### **Secondary Education Roosevelt University** College of Education

Assistent/Associate Professor, tempre track position, full, 1992. Provide leadership in secondary education program, expand current programs, develop new innovative programs, leach secondary methods courses, supervise student teachers.

Supervise student with emphasis in secondary education in area(s) of science and/or mathematics (science proforred), and a minimum of 3 years' public school teaching experience required.

Review of applications will begin March 20, 1992 and continue until the position is filled. Sond your letter of application, resume, credentials, and 3 names and phone numbers of references to: Dr. Mari Kornor, Chair, Secondary Education Search Committee, College of Education, Roosevelt University, 430 S. Michigan Avenue, Chicago, IL 60005. EO/

andarnan neglaparanandi ay manganandigih engradah digi nagabandi na ay sangalasi di ay sangalasi di ay banganga

gust, 1992. Candidates must have preparation or experience in teacher effectiveness and supervision: potential for leadership in the field component of teacher education and the teaching of children with special needs: and ovidence of professional committeed and teaching excellence. Salery is competitive and commenturate with qualifications and experience. Rank is dependent on qualitive and commenturate with qualifications and experience. Rank is dependent on qualifications. Submit letter of sprileation, results and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision some description and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and three letters of reference to: Mr. Roland Mortaspheau. Sparch Committee during a supervision and description and description

aged from minority persons.

Education: Education Division Chair: fullitime administrative position (twelve mostits) at a Catholic college. Responsible for the administration of all undergraduate and graduate programs in education (majors in elementary, early childhood, special, secondary and reading). Position includes teaching and academic advising. The ideal applicant will have proficiency in one or more areas of the education curriculum and with have excellent communication and interpersonal skills, a doctorate in education, executes, and experience in the field. The successful candidate must accept the mission of the College of St. Joseph. Application deadline. March 10, 1992. Send resume, transcripts, and letter of application to the President's Office, College of St. Joseph. Champication of St. Joseph. (Joseph. Champication of St. Joseph. (Joseph. Road, Rutland, Vermont 0370). AA/EOR.

Education: Assistant Professor of Education. Tenure track position beginning September 16, 1992. Responsibilities traclade teaching at the undergraduate and graduate level in two or more of the following areas: reading, children's literature, clementary and/or secondary curriculum, and supervision of student teachers. Public service and scholarly activity expected. Doctorate in Curriculum and instruction/Early Childhood, Elementary or Secondary Education and experience is a classicom teacher at any level, pre-K through grade 12, required. Familiarity with teaching in a field-based program beneficial. Advanced coursework in specially areas should be evident. Send letter of application, current vitu. official transcripts, and a placement file or three letters of recommendation by April 2, 1992, to Dr. Barbara J. Divins. Chair, Department of Curriculum and Instruction. Southern liftings University in Edwardsville, Box 1121. Edwardsville, liftings 6202. SiUE is an Affirmative Action. Equal Opportunity graphoger.





#### **WIDENER UNIVERSITY CENTER FOR EDUCATION**

#### **Educational Foundations Assistant Professor of Education**

The Center for Education seeks a qualified individual to serve as a scholar teacher in the field of educational foundations. The Center supports professional programs within the College of Aris and Sciences at Widener University. Appointment. This is a nine-month tenure track position at the rank of

Responsibilities. The qualified applicant will be expected to maintain a consistent program of educational research; to supervise doctoral dissertations, primarily of students in the Leadership in Higher Education programs and to instruct and advise both undergraduate and graduate students in professional degree and certificate programs.

Qualifications. It is essential that applicants supply evidence of experience and an origing program of scholarship and professional development. Educational foundations has been broadly defined for this position; therefore, the ideal candidate should have earned credentials in educational foundations and officer academic emphases compatible with that area of expertise such as curriculum theory and praxis or varieties of educational models.

Applications. Interested applicants should submit evidence of an earned doctorale, a cover letter requesting consideration for the position, a current conficulum vitee, letters of recommendation, official transcripts (both undergraduate and graduate), documentation of teaching and leadership, evidence of a strong personal commitment to the preparation of teachers and administrators, and professional certificates. Applications should be mailed to:

Ms. Irene Squire Secretary, Search Committee Center for Education Widener University Chaster, PA 19013

Applications will be reviewed and the Search Committee will begin its deliberations on April 1, 1992, and continue until the position is filled.



TACOMA, WASHINGTON

Tacoma Community College, located in the Pacific Northwest, anticipates filling tenure track positions in the areas listed below for 1992-93. The college offers the cultural and educational assets of an urban setting, quality instruction in a wide variety of programs, and a large landscaped campus situated minutes from Puget Sound with a majestic view of Mount Rainier.

We offer a comprehensive curriculum to nearly 7,000 students. The college is known for its fine educational programs; skilled, dedicated faculty, and close ties to the community.

taculty; and close ties to the community.

We are looking to build a culturally-diverse campus reflective of a student body and community consisting of persons from various ethnic-racial backgrounds. We are committed to increasing the ethnic diversity of our faculty and encourage applications from qualified individuals with substantive multi-cultural experience or expertise. We are soliciting applications for subject areas listed below. A Mester's degree is a minimum qualification for each of these positions.

"Counselor, Disabilities Specialist (April 1, 1992)

English (2 positions)

Foreign Language

Muraing Coordinator

We are soliciting applications for the following non-tenure position.

\*Drafting/CAD instructor (May 1, 1992) SALARY: Commensurate with preparation and experience.

APPLICATION: Information may be obtained from the Human Resources Department, Tacoma Community College, 5900 South 12th Street, Tacoma, Washington 98485: (206) 566-5014. To be QUARANTEED CONSIDERATION, an applicant must submit the required materials to the Human Resources Office no later than April 10, 1992, unless otherwise indicated.\*

Education: Assistant Professor - Teacher Education. Applications and nominations are invited for a sine-month position as a tenure-track Assistant Professor in the tenure-track Assistant Professor in the tenure-track for this position will have the reasonshifty to provide leadership in tenure-tracked and tenure-trac Tencher, Education/Staff Development (Pb.D.). Qualifications; Required: Doctorate in education or related field; at least three years of public school teaching experience, preferably at the secondary level; evidence of exemplary teaching additive competence in instruction, i.e., instructional design, methodology, classroom management, tearning sayles, clinical supervision, and student evaluation; competence in educational research, i.e., sphostry writing and funded projects; experience in program development and organizations builting experience in working with diverse student populations, i.reterred: Record (last five years) teaching propriations, i.reterred: Record (last five years) teaching propriations of confidence in the public schools; infuresily instelling superficience. The position commences August 20, 1992. Starty range 29, 200, 527, 000. The University offers a cafeteria benefits program. Application; Application; 191 his position additional sead ) a letter of application additions each of the qualifications; 21 a viscopis, and 4) the names, addresses, and before a commence aumbers of five professional refer-

of student teaching; teaching experience and doctorate required; screening begins March 15; position begins September 1, 1992 pending funding; salary connectieve. Send letter of application, resume, three letters of reference, transcripts and MSU application form to: Dr. Richard Bowman, Chief Secretary Education Department; Moorbead State University; Moorhead, Minneson 36563; bone; 18236-2009, MSU is an AAEO employer; women and minorities encouraged to apply.

Educational Foundations and Research Educational Foundations and Research Methods: Ashiand University Invites applications for a position in the areas of Educational Foundations and Research Methods. The position is atomic rack appointment with rank of Asistani/Associate Professor. An expend decionate with a focut in foundations of education and research methods is preferred. An ABD will be considered. At least three years experience in an approved encol setting is required. Responsibilities include advising, leaching graduate and undersantingte courses, providing

**CULVER-STOCKTON COLLEGE** Canton, Missouri

#### **Tenure Track Positions for Fall, 1992**

HISTORY: To teach ancient history, world civilizations, and a range of other entry and upper-level courses in a history/political science program for majors, pre-law, and teacher education students. Abilities in non-western history and/or archeology wolcome.

JOURNALISM: To teach reporting, additing, and a range of other courses within the context of a communication arts program, to advise the campus newspaper and oversee internships and the publications lab. Macintosh computer skills important.

\*RELIGION: To teach a range of courses in rollgious studies, including a required survey course. Specialization in Biblo, theology, othics, or comparative religion preferred. Ability in philosophy welcome. \*POLITICAL SCIENCE: To teach within a history/political science program a range of entry and upper-level courses including American and international government. The courses serve general students, majors, and students studying pre-law and teacher oducation.

\*BIOLOGY/CHEMISTRY: To teach undergraduates in introductory health science chemistry, call biology, and microbiology. Strong background in chemistry welcome.

ALL POSITIONS are offered at the assistant professor level, require a Ph.D. and will pay salaries commensurate with experience. CULVER-STOCKTON COLLEGE is a small, financially-stable, four-year, co-sducational, church-rolated, liboral arts college on the move. The College is located in northeast Missouri along the Mississippi River. For our faculty, we seek women, minorities, and men who are commit-ted to excellence in teaching and willing to participate in the wider college community. Sond letter of inquiry or application and résumé to: Dr. Robert L. Waison, Dean of the College, Culver-Stockton College, Canton, Missouri 63435.

Applications will be considered until the positions are filled. AA/EOE.

UCLA SCHOOL OF THEATER, **FILM AND TELEVISION** Gilbert Cates, Dean

Department of Film and Television **ACADEMIC OPENINGS IN** CRITICAL STUDIES IN FILM AND TELEVISION

The UCLA Department of Film and Television Invites applications for two full-time appointments, one in the area of Film Studies, with particular emphasis on the area of American film history, the other in Televisior. Studies. The appointments will be for the academic year 1992-83, with possibilities for continuation. An Appointment as Visiting Assistant, Associate or Full Professor requires evidence of an outstanding record of publications and teaching. Ph.D. in Film/Television or related field preferred. Part-time appointments at the Lacturer, Adjunct or Visiting levels may also be considered.

Teaching responsibilities will include undecreatures courses and grad-

Teaching responsibilities will include undergraduate courses and graduate saminars in American film history, historiography, and such areas as film authorship, film ganre and documentary film; and, for the second post, the areas of media criticism, madia history and cultural studies. Specific courses will be worked out upon appointment.

Sand letter of application and curriculum vitae to: Robert Rosen, Acting Chair, Department of Film and Television, University of California, Los Angeles, 406 Hilgard Avanus, Los Angeles, California 80024-1822; Attantion; HARRIET HIRSCH. Closing date for receipt of applications: Tuesday, March 31, 1982.

UCLA IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER Women and minorities are encouraged to apply

#### WESTERN NEW MEXICO UNIVERSITY

Western New Mexico University invites upplications for a tenure track Assistant/Associate Professor to teach Bilingual/ESL in the Teacher Education Department

Western New Mexico University is seeking a teacher for the Bilingual and ESL Programs. Commitment to recruiting bilingual majors, enhancing the reputation of the Bilingual/ESL programs, and increasing involvement with public schools. Student advising and other departmental responsibilities required.

QUALIFICATIONS: Experience in Bllingual/ESL Programs. Exceptional expertise in Linguistics and Bllingual/ESL Methodology. Highly proficient in Spanish. Ph.D./Ed.D. preferred.

APPLICATION: Send letter of application, résumé, and list of five references by March 30, 1992 to Bilingual Educator Search, Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062. Position will remain open until filled.

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

ployer,

Educational Measurement: Assistant Professor, jenure-track position in the Department of Foundations of Education, beginning August 1992, at the University of Florida. Fringary responsibilities include teaching praduate courses in measurement, evaluation, and research methods; assuming major responsibility for leadership of the measurement component within the teacher education programm; conducting measurement, resourch; consulting with faculty and students on measurement research; consulting with faculty and students on measurement research; consulting with faculty and students on measurement and research methodology; and supervising spervising supervising sup

ucational foundation: two years ancested elementary-level teaching: evidence of ability to work with public school personnel; strong soperalist backpround in direction conduct and publish research. Send into conduct and publish research. Send into conduct and publish research. Send into complete trapscripts; and vita including the cord of publications, scholarly activities, complete trapscripts; and vita including the cord of publications, scholarly activities, cord of publications, scholarly activities, teaching, and service to Dr. Deans D. Hearthy, Search Committee Chair, Elementary Education Department, Und Status and Culversity, Logan, Und \$4132-205, Re-University, Logan, Und \$4132-205, Re-University is an AV it filled. Utab State University is an AV EO employer and encourages applications from qualified minority candidates. from qualified minority candidates.

Education/Mathematics: Teacher Education (Mathematics) Research on Teaching We invite applications for a tenure-inch position in Teacher Education/Research on Teaching in the area of mathematics teaching and learning (rank open). Primary responsibilities include: protervice under randuate and graduate program deviced and and an advance program deviced and teaching, dissertation advised teaching of graduate courses in graduate states in graduate states in graduate and teaching and account to course in graduate and teaching of graduate courses in graduated teaching and graduated teaching the graduated teaching the

BAY de NOC **COMMUNITY COLLEGE** 2001 North Lincoln Road

Escanaba, Michigan 49829-2511 (906) 786-5802

\*

#### **FACULTY POSITIONS**

Bay do Noc Community College, a comprehensive institution accredited by the North Central Association, invites applications for three full-time facily tenure-track positions. The college is located near the shore of take high-gain in Alechique's Upper Peninsula, and enrolls over twenty-live hundred students in credit courses. PHYSICS

The successful candidate will plan and teach an eighteen-hour load including classes in general physics, applied physics, appropriate mahemate, and other pre-engineering courses. Master's degree in physics, engineering or closely related area required. Teaching experience desirable. ENGLISH/COMMUNICATIONS

The successful candidate will be a writing specialist who is committed to the community college philosophy and experienced with leaching in that environment. A background in remedial writing, learning disabilities, and teaching with communities is desirable. An MA degree in English, communication, or a closely related specialty is required. A sixteen-hour load will include classes in composition, research writing, and literature **PSYCHOLOGY POSITION** 

Successful applicant will teach a variety of psychology courses at the community college level. Preferred qualifications include a master's degree in psychology and teaching experience, preferable at the community college. Some knowledge and experience of early childhood education is a

Salary: Nine-month contract, Salary is dependent on education and experience. Excellent tringe benefits

Starting Date: August 17, 1992

Application Process: Send etta, transcripts, and three relevences (include phone numbers) by April 15, 1992, to James Barr, Essentive Dean for Instruction, Bay de Nou Community College, 2001 North Lincoln Road, Essenaba, Michigan 49829-2511. Equal Opportunity, Aftirmative Action En-



#### **Temple University**

The Department of Radio-Televisions-Pilm at Temple University announces a search for two terrore track positions at the Assistant Professor level begin-

Position One. Position One.

As a national leader in both independent production and the integration of theory and practice, Temple is tasking for an individual whose creative work combines artistic vision with a concern for social issues, media history, theory and aesthetics. Ph.D., MFA or equivalent professional experience require successful candidate will teach both undergraduate and graduate course (MFA and possibly MA-Ph.D.) in production, electmentary, broadcast journalism, and/or film/video institutions.

rosition Two:
We are also seeking an individual who must be able to teach undergradule and supervise master's and doctoral students in research methodology and quantitative techniques. Candidates must have a commitment to research productivity and scholarly publication in any area of mass communication Ph.D. required.

Please send letter, vita, and the names of at least three references no later than March 16 to:

Professor Norman Felsenthal Chair, Personnel Com epartment of Radio-TV-Film Temple University Philadelphia, PA 19122

Temple University is an Equal Opportunity, Affirmative Action Employer

are dusto student research. Minimum educational qualification is an earned doctorate with specialization in educational measurement. Applicants should send an introduction letter stating research and teaching dution, and samples of professional writing by March 27, 1992, to Dr. M. David Müller, 1403 Norman Halt, University of Florida, Calgeaville, Florida 32611. The University of Florida is an EEO/AA employer. Educational Foundations/Curriculum Development: Assistant Professor, Courses in foundations of education and curriculum development; supervise indenteachers and conduct seminars; conduct search, etc. Requires earned doctorie (Ed. D. or Ph. D.) by September, 1992, with compitaries in curriculum, instruction and equivalent of the curriculum instruction and equivalent of the curric

Educational Psychology/Special Educations
The University of Wisconsin-Platteville invites applications for an Assistant Professor jenure-Track assistant with specialization in Educational Psychology and Special
Education. This position requires a minimum of three (3) years' teaching in any of
the grader K-12. (Doctorate preferred,
Master's minimum.) The suggestal applic the grades K. 12. (Doctorate preferred, Master's minimum.) The successful applicant will teach courses in Psychology of Learning. The Exceptional Child, and will have the opportunity to provide leadership to an emerging graduate program. The University offers continuing education courses in Southwest Wisconsin and is a leader in middle-level education. Salary and benefits are competitive. A letter of application, numes of three (3) references, and risumé abouté be sent to Tom LoGuidice, Chair, Department of Teaching: I University Plaza; University Plaza; University Plaza; University Plaza; University Plaza; University of Wisconsin Falteville. Wisconsin 53818; 608-342-1274. Application deadline is April 15, 1992. An alphabetical list of all nominces and applicants, without differentiation, may be released following the closing date. Util-Plateville is an Affirmative Action, Equal Opportunity Employer. Women and minority group members are especially encouraged.

**BULLETIN BOARD: Positions available** 

**GEORGETOWN COLLEGE** 

Chair

Department of

**Communication Arts** 

Department programs include rhetoric-public address, unterpretation, theatre, broad-casting and organizational communication courses. Finalists may be asked to submit a videolape of a class presentation prior to on-compus unterview.

passess the ability to teach effectively in areas characteristic of a liberal aris-college.

college

• be prepared to work with colleagues in a performance-based curriculum emphasizing development of and communication skills

• have demonstrated leader-ship and administrative skills

• sabibit the ability in contribute to the Christian purpose of the college

Tenure-track position at associate or professor level available August, 1992. Salary commensurate with experience and college salary schedule.

Georgetown College, founded 1829, serves 1,200 undergraduate students. Approximately 10 percent of graduates major in Communication Arts. The College is located near the new Toyota Motor Manufacturing Plant just twelve index north of Lexington, Kentucky—in the locart of the beautiful bluegrass horse country.

Send letter addressing destred qualifications, résumé with references, and transcripts) by March 13, 1992 hr.

Dr. Jue O. Lewis

Vice President for Academic Affairs and Deart of the College
Georgetown College
400 East College Street
Georgetown, KY 40324

Bridgewater State College seeks to fill a full-tume, tenure track

Assistant Professor (Beginning Level) position in East Asian History beginning in September of 1992. Teaching will involve

courses relating to China and Japan, as well as introductory

surveys of Western Contization or American History Ph D re-quired by September 1992. China and/or Japan succeilet, or

emphasis on East Asian History fields preferred. Two years of experience required. Budgewater State College is a Libera

Arts institution with a strong emphasis on leacher framing Salary is dependent upon qualifications and experience Sub-mit letter of intent, curriculum vitee/resume and the names.

addresses and telephone numbers of three professional references by March 23, 1992 to Dr. Gerald Dolron, c/o Of-

ica ol Human Resources, Aridgewater State College,

**Bridgewater** 

STATE COLLEGE

Successful candidate will:

History

publication in math-related mean of testearch on teaching and teather education Credentials of applymentate candidates should include: consistent involvement with teaching and K-12 schools, a clear research aged and/or necord of published work in mathematics education, and instructional competence in areas related to mathematics teaching and learning, teacher education, and professional readership in education. Our division is commutated to mathematics teaching and learning, teacher education, and professional practice in teaching that focuses on the dust work of teaching and educational equity and means of educational practice in a diverse with experience. Applications should include a curriculum vitae, the names and dreases of three references, and other relevant supporting documents. Send to. P. Martiya Cockrup. Smith. Chart, Thacher Education (Math)Research on Teaching Search Committee, Graduate School of Education, 1990, we will begin to consider enanders after April 1, 1992, and will continue until 1904, we will begin to consider candidates after April 1, 1992, and will continue until 1904, we will begin to consider candidates after April 1, 1992, and will continue until 1904, we will begin to consider candidates after April 1, 1992, and will continue until 1904, we will begin to consider candidates after April 1, 1992, and will continue until 1906, we will be pustion is filled. Minority and women candidates are especially urged to apply. Do University of Penasylvania is an Equal Opportually, Afformative Action employer.

Education/Muster Fally School, the campus

Education-Music: Falk School, the campus laboratory achool of the University of Pittsburgh, invites applications for the position of Music Teacher for K-8 classes. Qualifications include successful full-time leaching experience and Pennsylvania certification or equivalent. Salary is 321,000. Send complete vita, transcript, and fetters of recommendation to: Dr. Roy J. Creek, Falk School, University of Pittsburgh, Pittsburgh, Pennsylvania 15261.

Education/Professional: Professional Education, Assistant Professor, traure track, August, 1992. Doctorate in Education preferred. Decrease in Education preferred. Oceneralist in education with minimum of the years of observations of secondary school teaching experience. Ability to teach Child and Adolescent Psychology, foundations, graduate and undergraduate education classes, supervise student teachers. Higher education experience, potential reaching and ability to work with area schools desirable. Salary commensurate with preparation and experience. Send hiller of application, current vistae, transferred application, current vistae, transferred application, current vistae, transferred application, current vistae, transferred application, fariety with preparation and experience with addresses there letters of reference with addresses there is the same of the college, why we have a state to the college, which is possible in the college.

iducation/Researche Evaluator position is immediately available in Mid-Atlantic educational research and development laboratory. Salay is \$40,000-59,000. Applicant must have trainessex proposes in evaluation design, desse collection and sanalysis and in conduction revinantions of school programs. Doctoral degree as penarylonal

Employet.

Fulucation/Social Foundations: Assistant, Associate or Professor Issel, Icharc-track, available Foli 1992. Teath undergraduate and graduate courses in foundations of education and research in teros-colurnal contexts. Doctoral degree in either a social science or in education with social science and/or foundations emphasis and a comprehensive understanding of K-12 schooling is required. Salary and rank compensurate with qualifications and experience. Deadline March 27, 1992. Send viat, letter of interest, and at least three letters of recommendation to Esundations Search Committee. Faithanks Faculty/Department of Education, College of Rural Alasks, 7th Floor Intenting Building, University of Alasks Philbanks, Faithands, Alasks 99775-0600. Call (1907A74-774) for full job description. AA/FG employer.

annually in spensored research, areas as VLSI systems, computer networks, computer networks, computer perkelecture, perallel processing, and intelligent assistems. NHT scampus is networked and computing intensive. Additional facilities include: interdisciplinary Center for Manufacturina Systems, new, state-of-the art Micruelecturies. Center with class #10 cleans nom for integrated circuits Patriction, as well as optoelectronics, CAD, and microwave and lightwave englacering taburatories. Enrollment is fishest of any ECE department in New Jessey and the New York metropolitan resion; the department plays important roles in the profession and the community. Appropriate doctorate, solid credentials in research, publication and oducational leadership reduired. Send resume to: Personnel Box ECEC. NIST does not discriminate on the basis of sex, race, color, handkep, religion, national or ethnic origin or age in employment. New Jersey Instate of Technolosy, University Heights, Newark, New Jersey 107102.



Skagit Valley College has two tenure track faculty openings: INSTRUCTOR OF COMPOSI-TION: MA In English or related field, teaching and multi-cultural experience required.

**AUTOMOTIVE INSTRUCTOR** Three years' recent experience as automotive technician required automotive technician required, ATA, teaching experience, and multi-cultural experience desired.

Salary: \$25,466-\$27,466 per year plus benefits inform /applications avait: SVC Personnel Office, 2405 College Way, Mount Vernon, WA 98273, or phone 206-428-1396.

Screening will begin late March. SVC is an EOE.

#### THE COLUMBIA UNIVERSITY SCHOOL OF THE ARTS FILM DIVISION

Two full-time positions in history/theory/criticism, one as ASSISTANT PROFESSOR and the other as PROFESSOR, are available beginning fall 1992. The Assistant Professor position will require specialization in some aspect of European cinema AND the ability to teach in the production concentration of the Division. The Professor position is open as to specialization but a substantial record of publications and significant professional activity is essential. Exceptional teaching ability will be sought in both appointments; both will involve undergraduate and graduate (MFA & PhD) courses. The tenure status of these positions is the subject of current discussion and will be decided before offers are made. Applications must be submitted before MARCH 31, 1992, and must include full résumé and five reference names and addresses. Women and minorities are encouraged to apply. Address applications to FILM SEARCH, 501 Dodge Hall, Columbia University, New York, NY 10027.

Columbia University is an attirmative action/equal opportunity employer.

#### Visiting Professor **Endowed Professorship in Finance**

The Emerson E. Evans College of Business at the University of Rio Grande invites applications and nominations for a Visiting Professor for the Harland Martin Chair in Finance. The appointment will commence fall Quarter 1992. Salary is competitive and will depend on qualifications.

Candidates should have a Ph.D. In Finance or Financial Economics and established records in teaching and research. The individual will be expected to provide effective leadership in research and in working with the local

A review of applications will begin March 16, 1992. Please send nomina-tions or applications, including vita, to Ms. Phyllis Mason, PHR, Director of Personnel, University of Rio Grande, P. O. Box 969, Rio Grande, OH 45674. The University of Rio Grande is an Affirmative Action/Equal Oppor-

The University of Rio Grande is located in rural Southeastern Ohio, a pleasant drive from several metropolitan areas. The University is a unique institute of 2000 students with a two-year public community college located within a four-year private college. The University is working toward accreditation in Business.

#### **FACULTY POSITION IN** PHARMACY ADMINISTRATION **College of Pharmacy** UNIVERSITY OF HOUSTON

Applications are invited for a tenure-track goalthor at the rank of assistant or associate probes or depending upon the qualifications of the successful candidate. Duttes will no link test living, coordination responsibilities for undergrantiate and guartistic level or causes to Resplital and community pharmacy administration. The laculty member well be expected for the action or research and scholarly activity and assume a role or the service from these of the Department and College. The successful candidate will be responsible to the administration of the M.S. program to hospital pharmacy.

the administration of the 64.5. Integran in recipies praintery.

The qualified applicant should possess an undergreaduate degree in plannary and a Ph D, degree in plannary administration. Also, individuals with a Pharm.D. degree or those holding a master sor doctorate degree in public health, fusioness administration, pharmacy aniministration, or hospital pharmacy are invited to apply. Current or previous involvement in pharmacy-economics research is highly destrable.

The pastism is available immediately and applications will be accepted until the position is filled. Letters of interest, curriculum vitae, and names of three references should be sent in: Dr. William McCormick, Chairman, Pharmacy Administration, Faculty Search Committee, College of Pharmacy, University of Houston, 1441 Moursund Street, Hauston, Texas 77030

The University of Houston is an Allimnative Action, Equal Opportunity Employer.

of Mines Department of Engineering is accepting applications for a lenute track position in its Electrical Engineering Division. Candidates with an earned doctorate in electrical engineering and experience in digital systems applied to control and instrumentation will be siven preference. Applicants should have a commitment to excellence in reaching at the undergraduate as well as graduale level. Preference will be given to candidates with demonstrated scholarly accomplishments and history of funded research. The Colorado School of Mines has arroug ties to the materials and minerals industries, interdisciplinary work is encouraged. Application Deadline: April 30, 1992 or until such time as a successful candidate has been selected. Retumes, supporting materials, and the magner and addresses of three professional references should be directed for Colorado School of Mines. Electrical Engineering Faculty Search Committee Chaliman, Brown Hall, Codden, Colorado 80401. An EDDAAfirmative Action Engilover.

12 Acronoma is required. Dataly my 18th commensurate with qualifications and experience. Deadline March 27, 1992. Send vila, letter of interest, and at least three letters of recommendation to Foundations of Search Committee. Faitbanks Faculty/Department of Education. College of Rural Alaska. 7th Floor (Invening Rulding, University of Alaska Faitbanks, Faitbank is March 30, 1992. Rulestown University, with emollment of 7,600 students, is a state university in the Fernay/wanta State System of Higher Education. Kutzitowa University is an Equal Opportunity. Affirmative Action Employer: Women and minorities are encouraged to apply.

Elementary Education; Kutztown University Invites applications for a full-time tenure-track rostition, teaching mursery-age children in an open sevironment campus' demonstration school besiming with the Fail 1992 semester. Responsibilities include coordinating the instructional program for children and parents, supervising pre-service early childhood teachers, teaching demonstration classes, and scademic advisements. Salary will be based on apperience at the Assistant Professor level. Qualifications/requirements include a doctorate in Rarly Childhood Education or Elementary Education with conceptration in Early Childhood; and minimum of five years current classroom experience at the primary and preprintary levels, public and champus school preferred; experience in su-

#### **DEPARTMENT CHAIR**

#### **Educational Leadership and Policy Studies**

The faculty of the Department of Educational Leadership and Policy Studies in the College of Education at The University of Olivational is seaking a dynamic, energatic leader to serve as their. The Department includes 20 full-lime positions. A unique apportunity exists in this department to define innovative directional in Educational Leadership while strengthening an elready firm commitment to echolarly productivity. Educational programs include emphases in Educational Administration, Curroulum, and Supervision: Adult and Higher Education and Educational Foundations. Degrees offered at the master's and declarativals.

Position Department Chair, Associate/Full Professor, tenure track, twelve-month appointment. Reguland Qualifications

- Earned doctorate with specialization in the ereals) of Educational Administration, Curriculum, and Supervision and/or Adult and Higher Education.
   Scholarly productivity, teaching, and service deserving of termine at the rank of assectate or full professor.
   Experience in advaing graduate students and supervising doctoral dissortations.
- Experience in working collaboratively with faculty, students, practitioners, and
- organizations
   Administrativo experience. Dasirable Qualifications:
- Successful grant writing experience.
   Experience with academic program development at the graduate level.
- BALARY: 12 month Compatitive, commandered with training and provide expenses. The University has an excellent image benefit program ANTICIPATED BEGINNING DATE: August, 1892. APPLICATION DEADLINE: Initial screaming will begin April. 1892. and remain open until the position at Iriled. APPLICATIONS must include a curriculum vites and the names, eddnesses and religitions to Chair of Search Committee (ELPS), College of Education, The University of Oxidenon, 820 Van Viest Ovel, Norman, OX 73018-0260

The University of Oklahema is an Equal Opportunity, Affirmative Action Employer Women emiliar minerity condidates are strongly encouraged to apply.

TESTET CONTRACTOR DE L'ESTE CONTRACTOR DE L'ESTE D

garies Co-Char, Research and Learning Center, Kutztown University, Kutztown. Pengsylvania 19530. Application deadline is March 30, 1992. Kutztown University, with caroliment of 7,600 students, is a state university in the Pennsylvania State System of Higher Education. Kutztown University is an Equal Opportunity, Affirmative Action Employer. Women and minoralles are encouraged to apply.

Elementary Education: Assistant or Asso-ciate Professor of Elementary Education, College of Education, University of Monte-valio, Montevalio, Autoraty of Monte-valio, Montevalio, Autoraty of Monte-for the position of assistant or associate professor of Elementary Education. Quali-fications: Maximum of Master's degree in elementary education. Doctorate or ABD preferred. At least three years mubits school teaching agreement of elementary education, Minorities; women, and other traditionally underrepresented groups are strongly decouraged to apply. Description of Daties: Teach moderantary education, pref-erably multipods in social studies and middle

pervision and evaluation of instruction, administration, parent involventont, and demonstrated ability in providing professional development experiences for child care professionals. Applicants should send i stricter of application, current vita, official transcripts, copy of teaching certificate, and three current letters of professionals. Applicants should send i strictor of application, current vita, official transcripts, copy of teaching certificate, and three current letters of reference to Professionals. Applicants and iteminal Center. Kuztown University, Kutztown, Peansylvania 1930. Application deadline is March 10, 1992. Kutztown University, with enrollment of 7,600 sudents, is a blate university in the Pennsylvania State System of Higher Education. Kutztown Universitys an Equal Opportunity. Affirmative Action Employer. Women and minorities are encouraged to apply.

Lementary Educations Kutztown University in the Pennsylvania papinains Pail 1992 Semester. Responsibilities may include a series of the papinains pail 1992 semester. Responsibilities may include a continue until the pusition is affect. Send materials to: Dr. Jack Miley, Chailperston, Area of Early Children's Sterature, the language arts include a minimum of five years' current leaching experience at the arty childrondelementary of professional semester students, and according advisement. Salary will be based on experience at the arty childrondelementary professions include a minimum of five years' current leaching experience at the arty childrondelementary professions and incomplete academic area, current teaching experience at the arty childrondelementary professions include a minimum of five years' current leaching experience at the arty childrondelementary professions and component and supervision of professions include a minimum of five years' current leaching experience at the arty childrondelementary professions and components are according to the profession of the profession and communications for a secretary children and communicatio

Elementary/Literacy Education: The University of Cincinnati College of Education, invites applications and notminations for a tenure-track rosition at the assistant professor level in Elementary Language. Arts and Literacy beginning September 1, 1992. The College of Education is strongly committed to recruiting and employing women, African Americans and other minority professionals. Qualifications: earned doctorate in advication with a specialization in literacy at the elementary level: a minimum of reasionals. Qualifications; earned doctorate in aducation with a specialization in literacy at the elementary level; a minimum of three year' class room eunerience in elementary achool; university teaching experience and supervision of field practice, evidence of scholarly activities such as publications and completed research in the field of theracy. Responsibilities: teaching avaignments in language arts. linguistics, and reading at both graduate not undergraduate levels; supervision of field experience; advising and service on doctoral committee; research and publication; professional service; and memberable on departmental, college of university compilities Salary; compositive salary with attractive benefits package. To apply, send a letter of application, via, transcript, and three current letters of reference to be. Linda Amspusch. Elementary/Literacy Search Committee. 505 Teachers College, University of Cinclenati, Cincinanti, Onio 45221-0012. Review of completed applications begins on March 20, 1992. Applications and nonlineations will be accepted until the position is filled. As a Holmes (nationals on program.



#### The University of Texas Medical Branch Administrator

#### Department of Psychiatry and Behavioral Sciences

The University of Texas Medical Branch at Galveston is seeking candidates for the position of Administrator, Department of Psychlatry and Behavioral Sciences. UTMB is Texas' only multicate-gorical health referral center operating seven hospitals, eighty-five clinics, four schools and two research institutes. The Administrator will report to the Chairman and is the senior business officer for the department. Responsibilities include fiscal management, program planning and grants management of the department and administrative liaison with hospital, practice plan and general business administration. A graduate degree in Business, Public Administration or Health Administration is highly desirable. Experience of 3-5 years of progressive administrative responsibility is required, preferably in an academic health science center. required, preferably in an academic health science center.

Please submit detailed résumé by March 27, 1992 to Harvey Bunce, III, Ph.D., Assistant Vice President for Academic Administration, 1200 Towers Building, Route A33, The University of Texas Medical Branch, Galveston, Texas 77550-2774.

This position is security sensitive. UTMB is an equal opportunity, affirmative action employer, Mf/H/V. UTMB hires only individuals authorized to work in the United States.

Division Chairperson

ACADEMIC RESOURCES

that includes the academic assessment program; the Center for Individualized Instruction (non-group, technology)-based course work); the college libraries; course module support services; ex-pericutal credit program and coordinates closely with academic

Qualifications must include a Bachelor's and Master's degree (Doctorate preferred) with substantial experience in instructional

(Declorate preferred) with substantial experience in instructional support services—specifically in technology-based instruction, assessment, and library services, us well as experience in the classroom. Demonstrated ability to work with classroom faculty and academic divisions plus college-level experience are also re-

Sulary range \$46,000-\$51,000 for a 12-month year. Send letter,

resume and supporting materials demonstrating experience in

Dr. Carl Schilling

Dean of the College MIDDLESEX COMMUNITY COLLEGE

Bedford, MA 01730

Application deadline: 4/1/92

Social Scientist, Urban Research

quired (community college experience preferred).



#### **EDUCATION Seattle Campus**

Full time Director of Graduate Programs in Education to least competency-based, individualized MA Ed program in Education in least competency-based, individualised MA Ed jungam-and imposative least teacher certification MA Ed program, Applicant should be committed to a pulswaphy which re-spects adult autonomy, diversity and professional experience. Preferred justi-tional management of the managements include deviations and learning environ-ments, and to embruly a systemic ap-proach to education and administrative (vade)ship. A relevant doctroide, pinor least her training and esticational admin-strative experience are required. Solary and benefits are competitive and depen-dent injury quality almost Appointment to begin [u]v, 1992. Screening of appli-cations will begin on April 13, 1992. Applications will continue to be accept-ed until the position has been tilled. A complete job description and applica-tion packet is available by contacting Chris Martin, Program Associate, Giad-inde Programs in Education, Norma-tions may be directed to Dr. Gary A Zimmentian, Provost, Antioch Univer-sity Seattle, 2017 Sec and Assenie, Seat-ile, WA 98121; (2010 441-5352; Fax (2010 441-1307, AA/COE.

#### UNIVERSITY OF **NORTH TEXAS**

The University of North Texas established a VITA bank for women and minority candidates who wish to be considered for faculty positions at the University. The University of North Texas is one of the fastest growing institutions in Texas, recognized as a comprehensive teaching and research institution and as a leader in the performance of many public services, to include assisting in the economic diversification of the Dallas-Forth Worth metropolythan area and the state of Texas. MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the north-west suburban region outside Boston. The College serves the larg-est population area of the state with nearly one-quarter of the state's population within a fifteen-mile radius. The successful candidate will lead and further develop a division

- UNT is the largest and most comprehensive graduate and research university in the region, with 128 undergraduate and graduate majors. Graduate students comprise approximately 26 percent of the student body.
- UNT is the fourth largest university in Texas, with more than 27,000
- students.

   UNThas nationally accredited professional programs in business, journalism, clinical and counseling psychology, chemistry, comisclor education, elementary and secondary education, public administration, interior design, music, merchandising and hospitality management, library and information sciences, social work, communication disorders, computer sciences and rehabilitation studies.

• The UNT College of Music is the second largest in the nation and a

luterested professionals should submit a vita or résumé to:

Office of Multicultural Affairs University of North Texas P. O. Box 13426 Denton, TX 76203-3426

UNT promotes intellectual and human diversity

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

#### **Shoreline Community College** Seattle, Washington Full-time Administrative/ Faculty Openings 1992-93

The Social Science Research Council invites applications and nominations for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Applicants must have a Ph.D. In one of the social sciences and should have substantive interests related to inequality, poverty, and intergroup relations in American cities, comparative international research on cities, and/or research and policy on Naw York City. Health Occupations Division Chain Provides academic/administrative leadership to 50 full- and part-time faculty/staff in division responsible for programs in Nursing. Dental Hygiene, Med Lab Tech, Histotech, Health Care Info & Chemical Dependency Counseling. Requires Master's & certification/license in one of above progs. or Master's in Health Admin., min. 2 yrs' teaching exp. in one of the prog. areas, & admin. experience. Closes: 4/8. Start date: 7/1. Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotiating grant proposals; planning seminars, workshops, and contevences, and overseeing fellowship and grants competitions.

English Instructor: Full-time, tenure-track position beginning 9/92. Requires Master's & teaching experience. Closes: 4/15. Filling of position contingent upon availability of funding. Individuals with significant experience in teaching, research, program mplementation and/or administration are encouraged to apply. The Council strongly encourages minority candidates to apply.

Shoreline is committed to staff diversity & extends the strongest possible encouragement for women & minorities to apply. Call/write for official application (résumés may not be substituted). Shoreline Community College Personnel, 16101 Greenwood Ave. N., Seattle, WA 98133; 206-144.4800 DAY 206-246.4800

We would like to fill this position by September 1, 1992. However, we will accept applications from candidates from who need to begin at a later date. 

Candidates should submit a letter of application, curriculum vitae, samples of written published work, and names of three professional references. Nominations and application materials should be addressed to: Office of the President Urban Staff Search Social Science Research Council 605 Third Avenue New York, NY 10158

Council salaries are commensurate with experience and qualifications.

The Social Science Research Council is an Equal Opportunity Employer.

Elementary Mathematics Educations Tenure Track position. St. Cloud State University. Qualifications: Declared for near comple-tion) in mathematics education or related field with a mathematics education focus; strong consistency to teaching; strong po-tential for scholarly and professional activi-ity; demonstrated teaching effectiveness; teaching experience is glomentary schools in required, Responsibilities: Teach under-

producte and graduate courses in elemen-tary school mathematics, methods; super-vite student teachers; advice students; en-gage in scholarly activities and captriculum is development; and participate in depart-mental functions. Send letters of applica-ion, curriculum vitae, transcripts, three latters of recommendation to Elementary Math Search Committee, Teacher Devel-opment Department, St. Cloud State Uni-

Energy/Environmental Policy: University of Delaware, Assistant Professor—College of Urban Adfairs and Public Policy. Department currently seeks a faculty member at the Assistant Professor level for a tenural position. The college is an interdisciplinary graduate school with over 150 students carolled in its MA, MPA and Ph.D. programs. College faculty are on 12-hoostit contracts. Desired great of expertise include: energy and environmental policy: technology and sockety, with a focus on nevernance and sustainability issues; and political economy, with a focus on interrelationships between energy, environment and development. The position includes a Research Associate appointment in the College's Counter for Energy and Urban Policy Research (CEUPR). The faculty member will be responsible for teaching in the MA and Ph.D. programs and assisting

is graduate supervision, aponsored and upaponeored research, and public service in
CEUPR. Applicants should have an earned
doctorate, strong research and teaching
akills and, proferably, a record of scholarly
publication. Individuals from all fields related to urban affairs and public policy are
accouraged to apply. Research interests/
experience with international dimensions
are destrable. Appointment is available
fully 1, 1992. Salary is connective. The
closing date for receipt of applications is
March 11, 1992. Applicants should submit a
curriculum viace, sample of scholarly publicasion, statement of research interest,
names of three references, and request that
references forward letters to folm Byrne—
Chair, Faculty Sauric Committee. College
of Urban Affairs and Public Policy, University of Delaware, Newark, Delaware
19716, Questions can be directed to Profesfoxt plyme at (2021) 813-8367 or by telfax to (302) 813-837. The University of
Delaware is no equal opportunity employer
which encourages applications from qualfied minority group members and women,



#### **Delaware County Community College ADMINISTRATIVE POSITIONS**

Delaware County Community College is a Total Quality institution which employs a competency-based approach to instruction. It seeks employees interested in and able to work in such an environment, ASSOCIATE DEAN OF INSTRUCTION FOR PUBLIC SERVICE/SOCIAL SCIENCES LINIT

Unit includes approximately 20 full-time and 50 part-time faculty and three major programs, Administration of Justice, Early Childhood Ed. ucation and insurance Cinims Adjuster

Moster's Dogroo and 3-5 years' teaching experience required doctorate preferred.
 Administrative leadership experience in supervision and develop-

ment of faculty and staff in post-secondary education.

Commitment to serve within the Community College philosophy and mission.

ASSOCIATE DEAN OF INSTRUCTION FOR COMMUNICATIONS/ ARTS/HUMANITIES UNIT Unit includes approximately 30 full-time and 90 part-time faculty and three major programs, Guneral Studies, Graphic Design and Liberal Arts.

Master's degree and 3-5 years' teaching experience required, doctorate preferred.
 Administrative lendership experience in supervision and development of faculty and staff in post-secondary education.
 Commitment to serve within the Community College philosophy and mission.

Administrative positions are 12-month positions and have a starting the starting upon qualifications and property range of \$39,694 to \$49,617 depending upon qualifications and

#### **FULL-TIME TENURE TRACK FACULTY**

ALLIED HEALTH

Master's degree, MSN preferred with 2-3 years' college teaching with clinical supervision responsibilities
 To teach in multi-disciplinary area such as: Allied HealthMed

Assist/Unit Clerk/Surgical Tech /Nursing Assistant. ENGLISH

Master's dogree and 2-3 years' teaching experience.
 Strong background in teaching writing as a process.
 Experience dosirable in Communications/Hemediali

Peading

■ Experience with various leaching strategies to most the needs of a

HOTEL/RESTAURANT MANAGEMENT AND BUSINESS

College level work in Hotel/Rustaurant with emphasis on culinary arts and Master's in Business area
 2-3 years' teaching experience in culinary arts at post-secandary

 To teach food preparation courses in HRM and basic business NURSING

MSN with Gerontological Propuration.
 2-3 years of teaching experience in a collegiate setting with relative and clinical experience.

URSUNA

MSN with Modical/Surgical Preparation.
 2-3 years of tonching experience in a collegiate setting with related clinical experience.

PHYSICAL SCIENCE Masior's degree and 2 years' full-time traching experience.
 To teach earth science, extrements and physical science for non-

majors.

Should have broad education in the physical sciences and interest

in developing physical science laboratories

Experience destrable with computer instruction. Faculty positions are 10-month positions and have a starting salary of \$38,448.

Please send letter and résumé and three references le:

Thomas McNicholas Dolaware County Community College Media, PA 19063

# Cilendale EMPLOYMENT OPPORTUNITIES

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**INSTRUCTORS** 

Accounting Geology Nursing Aviation Mechanic Political Science English English as a Second Language/Credit (60%) ASSOCIATE DEAN

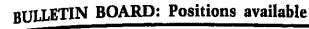
Library Services Final date for filing application: Friday, April 10, 1992

VICE PRESIDENTS College Services (Closes May 29, 1992) Administrative Services (Closes April 10, 1992) GLENDALE COMMUNITY

COLLEGE DISTRICT Office of Human Resources, 1500 North Verduge Road Glendale, CA 91208-2894 (818) 240-1000 Ext. 578 An Equal Opportunity Employer

Engineering: Assistant Professor Electrical Regineering: Yeach undergraduate/praduate courses, supervise dissertation, advise students, establish research in intelligent signal processins. Required: Ph.D. in Electrical Engineering with specialty in learning thoopy and signal processing. Send remaine to Chairman, Electrical Engineering, Floward University, Washington, DC, 20039.

li Engineering: Faculty positions. The Col-lege of Engineering at the Californis State Polytechnic University. Pomons in the expolications and nominations for teast-track faculty positions in its ABE acted-tical the cultivations in its ABE acted-ited Chemical and Civil Engineering pro-ductionate in engineering; significant expe-dictionate in engineering; significant expe-tive and promise to the primary function of



#### University of West Virginia College of Graduate Studies

#### MINORITY FACULTY FELLOWSHIP PROGRAM IN THE **SCHOOL OF EDUCATION, HUMAN SERVICES & HUMANITIES**

The School of Education, Human Services and Humanities has established a Minority Faculty Fellowship Program with the goal of increasing the number of minority faculty in higher education. These fellowships will be awarded to minority students working toward the doctorate in a field within the School and seeking a career in higher education.

Highility: Applicants must be US citizens and be actively enrolled and engaged in a doctoral program in professional education or a related area. Applicants who have completed all doctoral work except the disserta-Terms: The salary/stipend for 1992-93 will be a maximum of \$20,000 for 12 months. Fellows will be eligible to apply for up to \$3500 in research funds.

appy for up to 35300 in tesental initial.

Fellows will hold non-tenure faculty rank, teach one course each semester in their area of expertise within the School of Education, Human Services and Humanities and perform other normal faculty duties on a limited basis. Departments included in the School are Counseling, Humanities, Educational Administration, Psychology, Elementary/Secondary Education, Special Education and Reading.

nns Applicants should submit the following materials:

A complete curriculum vitae
 Transcripts
 A description of doctoral program status
 Names and addresses of three references

Respond to: Dr. John Callebs Director of Personnel UWCOGS, P. O. Box 1003 Institute, WV 25112

tion Review: Review of applications will begin on March 16, 1992, and continue until fellowships are

The University of West Virginia College of Graduate Studies is one of six institutions which comprise the University of West Virginia Higher Education System. Headquartered in the metro Charleston, West Virginia area, the College has been described by observers as "unique, innovative, and imaginative."

The University of West Virginia College of Graduate Studies serves a nontraditional, geographically dispersed student body of 2600 students each semester. Utilizing state-of-the-art course delivery modes, such as satellite and teleconference instruction plus more traditional approaches, the University employs 55 full-time faculty and 120 adjunct faculty each year to deliver courses and programs to students in over 20 different sites. Offering 18 master's degree programs, a CAS and a joint doctoral degree in educational administration, the University of West Virginia College of Graduate Studies is accredited by North Central and NCATE.

**EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER** 

#### COLLEGE OF THE DESERT

#### A CALIFORNIA COMMUNITY COLLEGE

ovites applications for the following faculty positions PALM DESERT CAMPUS

Teaching Discipline: Associate Degree Nursing (2 positions) Fighsh Composition Mathematics

Director/Division Chargerson Nursing and Allied Health

COPPER MOUNTAIN CAMPUS Teaching Discipline: Psychology

GENERAL INFORMATION: College of the Desert is located in one of the nation's most desirable vacation destinations where the beams of the California desert contrasts with lash golf contrast, majestic mountains, and the unique Joshua Tree National Monument. The Polar Desert Campus is just east of Palm Springs. The Copper Mountain Campus is located in Joshua Tree, approximately 65 miles northeast of the main campus. BEGINNING DATE: August 41, 1992

APPLICATIONS: For minimum qualification information, position descriptions, and specific materials required for candidacy, contact.

PERSONNEL OFFICE COLLEGE OF THE DESERT 43-500 Montercy Avenue Palm Desert, CA 92260 619-773-2529 619-773-5877 (FAX)

APPLICATION DEADLINE: March 27, 1992

An Equal Opportunity, Affirmative Action Employe \*\*\*\*\*\*

#### Research Associate

Salary: \$17.180 per year, 40 hours per week. Conduct independent research related to the development of new drugs for the treatment and/or prevention of eye diseases such as glaucoma, cataract, retinal degeneration and ocular inflammation. The experiments to be performed will include microsurgery of vortex veins, determination of retinal electroretinogram, measurement of ocular blood flow with microsphere technique, investigation of ocular inflammation with fluorotron machine, and sludy of immunoassay of various polypeptide drugs in the blood stream will be carried out to study the systematic delivery of polypeptides through ocular technical assistants. Requires Doctor of Medicine in Ophthalmology, and one year's related experience in medical research in Ophthalmology. Apply at the Texas Employment Commission, Bryan, Texas, or send Apply at the Texas Employment Commission, Bryan, Texas, or send Texas 78778, J.O. \$6687321. Ad paid by an Equal Employment Commission, TRC Building, Austin, ally Employer.

insching, as well as in supplied research, and in professional practice; williaments to aspir to major collective; williaments to aspir to major collective; williaments to aspir to major collective; williaments to the solutional end of the university and interestional equivalence; said the university and interesting dispersity and interesting classification, the second of the following scenarios, transport phonomers, and reparations, process design, tends operations, reaction entirely and thermodynamics, and regarding of the solution at a feature of the solution of the so

registration as a Lund Surveyor in California are desirable for Civil Engineering applicants Assistant professor appointments are anticipated, but well qualified individuals will be considered for the rank of associate professor. Salary for these 16-month impurerants purposens is competitive and the benefits package is broad and attractive. The positions start September 1992. For a University application form and further information pleasy address. Dr. E. C. Hohman, Dean, College of Engineering: California State Polytectine University. Pospons; 301 West Temple Avenue, Pomons, California 91764; telephone 114-669, 2600 and Faz 714-669-4370. A review of

#### Virginia Union University Division of Social Sciences

the Department of Secology is seeking candidates for a position to hopin in August of 1992. Congri in sugaran 1997.

Candidates must have teaching experience and demonstrate interest and partential in research. The since of fall randidate with the sape for fin both offinding on the partenial interest including Say hill Research Melhods and Generaling Say hill Research Melhods and Generaling Say hill Research and temoraling Say Advising is also expected.

Rack, and safary are negotable and competitive. The Ph.D. represented but ARD's will be considered if the degree will be consisted by the end of 1992. Candidates should subout a letter of in-forced, year, colored transcripts and Ch fellors of reference to:

Dr. Delmer, N. Hayes Sociology Department Vagana Union Dimeestry 15th Booth Conducty Street the humand, Virgina, 2 5220 Teadline: March 11, 1992

Anguna Uman Umversity is an Equal Opportunity Employer

### UNIVERSITY OF NEVADA, LAS VEGAS UNLY — one of the "rising stars of American higher education" U.S. NEWS & WORLD REPORT OCT. 16, 1989

#### Here's Why:

▲ UNLV's academic programs are receiving national and international recognition.

▲ UNLV is among the fastest growing universities in the nation. Fall 1991 enrollment reached 19,562, a 7.4 percent increase over the previous year.

UNLV is a comprehensive Ph.D.-granting institution dedicated to both research and teaching. New Ph.D.s include history, computer science, and civil engineering.

UNLY recently opened the nation's only National Supercomputing Center for Energy and the Environment, housing a Cray Y-MP

supercomputer. UNLV attracts millions of dollars annually in public and private support for research. More than 30 research centers enrich the university and the community.

▲ UNLV's Jazz Ensemble was named 1990 National Champion, and the Performing Arts Center regularly presents internationally

recognized artists. ▲ UNLV is home to the 1990 NCAA National Champion men's basketball team. UNLV student athletes have competed success-

fully on a national level in all 14 intercollegiate programs. UNLV will break ground for classroom, architecture, and physics buildings totaling more than 250,000 square feet at a cost of \$49 million.

UNLV has been named for three consecutive years to U.S. News and World Report's list of "up and coming" universities.

UNLV offers an exciting, dynamic campus life, which includes 14 fraternities and 7 sororities, plus numerous other student organizations and activities.

If you're a "rising star" in your career in teaching or research, you may want to move up to UNIX.

Look for position announcements in the classified section of the Chronicle of Higher Education throughout the academic year.

ANEEO

### Senior Administrative Programmer / Analyst

WILLAMETTE UNIVERSITY

Willamette University seeks opplications for an experienced programmer/analyst to design, develop and maintain complex record-keeping computer applications for university administrative departments. He/she will provide and advise users on technical willstone to notware and operating system problems. Requires BS in Computer Science or data processing and three years in UNIX, DOS, and database management systems. Prefer PRIME and/or PCK-based DBMS; experience in higher education; good interpersonal and writing skills.

Send a letter of application, resume, and the names and telephone numbers of three references to Don Miller, Director of Personnel Services, Williamette University, 900 State Street, Salem. Oregon 97301. Applications must be received by 5 p.m., March 13,

completed applications will begin on April 20, 1992, and will continue until the post-tion is filled. AA/EEO Employer. Applicants must have the legal right to work in cattle U.S.

the U.S.

Enclish: instructor. Indian Hulls Communality College has an opening for an English instructor to start August 36, 1992. This person will teach such courses as College Communications, Creative Wralns, Speech and Literature. A Master's degree, is required. College level teaching experience is perferred. The closing date for applications is March 18, 1997, Send letter of applications resume and transcripts to: Inn Lindenmayer. Dean, Personnel, Indian Lindenmayer, Dean, Personnel, Indian Hulls Community College, 525 Grandwick, Octunava, Jowa 52301; Office: 515-683-5185 (Monday thur Thursday); Residence: 515-684-6303 (Evenings and Weskends). AA/EOE.

English: Assistant or Associate Professor for cosition in the English Department at Husson College, a business and professional college in Banger, Maine, Ph.D. in English or Composition required, as well as dedication to, and excellence in, teaching. Primary duties are totrach freshiner composition and literature classes, with postability of upper-level literature and writing courses. Freference for concentration is area other than American literature. Rank and salary negotiable. For full consideration, please nuturn resume, 3 letters of reference, and college/graduate school transcripts, as well as an application letter

### MUHLENBERG COLLEGE

#### **ENTREPRENEUR IN RESIDENCE**

Muhlenberg College, a selective, private liberal arts institution, seeks candidates for an Entrepreneur in Residence to guide the College's new program in Entrepreneurial Studies. This individual would mentor, teach, advise, and supervise students who are majors and minors in the program. Specific duties would include overseeing the newby created Small Business Institute, teaching an introductory Entrepreneurial Studies course, supervising students in interniship placements, guiding students in development of comprehensive business plan projects, and developing relationships with constitutionalists. encies to insure the financial stability of the program. Applicants and nominees must have at least a Bachelor's degree, show evidence of extensive entrepreneurial experience, display facility with disciplines related to entrepreneurism, and demonstrate commitment to innovative undergraduate ed-

Letters of application or nomination should be accompanied by a résumé, names and addresses of three references, and other information deemed essential to assessment of the candidate's qualifications. Materials should be sent to Dr. Paul Frary, Head, Department of Business and Accounting, Muhlenberg College, Allentown, PA 18104-5586, by March 30, 1992. Muhlenberg College is an Equal Opportunity Employer.

English: Instructor positions (2) in English—Nicholls State University. Position: Entry-tevel appointment, tenure track available, M.A. is Baglish minimum qualification (hours above or ABD preferred), training the composition who described on the composition who described on the composition who less that the composition who less than the composition of the composition of the composition who cleaned to composition the composition of the composition of

erience required. Salary: Competitive and ommensurate with training and experi-nce. Course load: Four sections of fresh-



# The University of Illinois at Chicago

#### **Professional Housing Positions**

The Campus Housing Department at The University of Illinois at Chicago (UIC) has the following opportunities available for qualified candi-

#### ASSISTANT DIRECTOR OF HOUSING (RESIDENTIAL LIFE AND FACILITIES)

(RESIDENTIAL LIFE AND FACILITIES)
Responsible for the overall management of a residence half area which provides housing for approximately 1,000 students. Duties include: supervision of a residential life and facilities management teem; coordination of efforts among residential life, custodial and maintenance staffs, administration, dining and union staffs; supervision of secretarial staff; oversee student staff development; assist in coordination of residence half government/programming; coordination of Area residential judicial procedures; oversee Area room assignment procedures; coordination of emergency duty coverage; develop and maintain an Area budget; encourage an environment supportive of diversity; and coordination of various department-wide projects. Qualifications: Master's degree in a relevant field is required as well as tive to seven years of full time experience in housing or a releated field; knowledge of residential life and facilities. Compensation: competitive salary, full staff benefite, tuition waiver (live out).

#### AREA COORDINATOR (ADMINISTRATION)

AREA COORDINATOR (ADMINISTRATION)
Responsible for the administration of the housing contract, assignment, accounting and resident database systems. Duties include: overall management of the assigning and resident contracting functions; supervision of the central housing office and an administrative support learn; oversee resident financial accounts; counsel residents concorning account or contract issues; coordinate resident recruitment and marketing efforts; oversee publications and printing projects; and coordination of various department-wide projects. Qualifications: Master's degree in a relevent field is required as well as three to five years of full time experience in housing administration or other clerify related management. Knowledge of database systems desirable as well as skills in management and human development. Compensation: competitive salary, full staff benefits, tuition waiver (live out).

#### FULL TIME RESIDENT DIRECTOR

Responsible for the administration of designated residence hali(s) which provide housing for 400-700 students. Duties include: supervision of live-in student staff; responding to student behavioral/emotional health concerns; assisting with developmental program planning; participating in duty coverage; responsibility for room assignments and other administrative tasks. Qualifications: Master's degree in relevant field preferred. Residence hall supervisory experience is desirable as well as skills in management and human development. Compensation: Salery of \$20,000-\$22,500, furnished two-bedroom apartment (live-in required), partial board, full staff benefits, tuition waiver. Twelve-month appointment.

### PART TIME GRADUATE ASSISTANT (MULTIPLE OPENINGS POSSIBLE)

Responsibilities vary depending upon assignment. Duties may include: office management; supervision of student deak staff; coordination of deak services: assist with central office assignment/contract schinistration, information systems management, or conferences; counsel residents; and assist with various departmental projects. Qualifications: Bachalor's degree required as well as enrollment in a graduate program. Residence halt leadership experience is desirable. Compensation: Stipend of \$8,000-\$7,800, room, board (live-in required), tuition waiver.

#### HOW TO APPLY

Starting Date: July, 1992. For fullest consideration, send a résumé, the names of 3 references, and a letter stating qualifications and the specific position of interest by April 3, 1992 to:

Resident Director Search (or) Graduate Assistant Search (or) Area Coordinator Search (or) Assistant Director Search Campus Housing Department (M/C 579) 1933 West Polk Street Lower Level, Women's Residence Hall Chicago, Illinois 60612-3727

Department representatives will be interviewing at ACPA, NASPA and Oshkosh Placement Exchange, Advanced interview scheduling is strongly encouraged. Call Mary Henriksen at (312) 413-5405. The University of litinols at Chicago is an Affirmative Action, Equal Opportunity Employer, Applications from women, people of color and members of other under-represented groups are encouraged.



#### Assistant Director, Residence Life

Campus wide coordination of residence hall programming and advisement of Residence Hall Association. Implementation of Alcohol Awareness, Family Day, and Multicultural Events. Supervision of graduate and undergraduate staff in an area housing 900 students. Requirements; MA in student personnel or related field, 2 years full three middens hell areas some or related field, 2 years full-time residence hall experience. Salary competitive,

Send resume to Jan Friedman-Krupnick, Director of Residence Life, RIDER COLLEGE, 2083 Lawrence-ville Road, Lawrence-ville, NJ 08648-3099. Appli-cation deadline: April 10, 1992. Residence Life staff will interview candidates at NASPA and ACPA, Rider College is an AA/EO employer. Women and minoritles are strongly encouraged to apply.

fealish Tenure-track position at the rank of Assistant Professor. Strong background in Poolry Writing, M.f.A. or equivalent prior to effective date of employancy. Special consideration to considerate with significant points for a control of employancy by a subdished book or equivalent; minoralies encouraged to apply. Applications necepted until 27 March 1992 or until position milité. Application Especial Despuis Application and projection of the instructoriAssistant Prufessor tank in Modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in Modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in instructoriAssistant Prufessor tank in modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in instructoriAssistant Prufessor tank in modern Drans with secondary specialization in ministructoriAssistant Prufessor tank in ministructoriAssistant Prufessor tank in instructoriAssistant Prufessor tank in ministructoriAssistant Prufe

Englishe Tenure-truck position (update) at the instructor/Assistant Professor rank in Modern Drams, with secondary specialization in gratificulary literature, starting August, 1992. Ph. p. proferred; college composition and literature tauching experience raquired; upper-level, composition and general intensiture assignments; salary com-



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UNC Charlotte is a modern, fast growing university located northeast of uptown Charlotte. UNC Charlotte is one of 16 schools that comprise the University of North Carolina System. UNC Charlotte has a student population of 15,000 and a residential population of 4,100.

#### RESIDENCE COORDINATOR

Responsible for the total program in a residence halfarea housing 500-700 students. Duties include: staff selection, supervision, programming, administration, advising, and discipline. Additional responsibilities such as teaching, leadership training, and advising student court system will be assigned. Time limited two year appointment; subject to renewal. Employ-ment is ten months annually; summer employment possible.

Qualifications: Bachelor's degree required, but prefer master's degree in Student Personnet or related field and two years of graduate assistant experience. Candidates with previous experience working with diverse populations are encouraged to apply. salary: \$17.145 plus apartment and limited meal plan.

#### Starting date: August 1, 1992.

Application Procedure end letter of application, résumé, and names and phone numbers of

> Phil Riordan
> Associate Director of Residence Life
> Scott Hall - Residence Life
> UNC Charlotte Charlotte, NC 28223

Application Deadline: To receive full consideration, applications must be received by March 27, 1992. However, applications will be accepted until the position is filled.

First day interviews at NASPA and Oshkosh Placement Exchange may be arranged in advance for candidates who submit applications prior to the

UNC Charlotte is an affirmative action, equal opportunity employer and encourages qualified women and minorities to apply.

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#### Delaware State College **Director of Plant Maintenance**

Delaware State College is seeking an organized team player with solid leadership skills and a proven track record in technical areas to direct plant maintenance operations. The Director reports to the Superintendent of Physical Plant and is responsible for the successful operation of repair, renovation, and preventative maintenance services including management of general trades and maintenance contracts.

The successful candidate must have a significant facilities management background which includes responsibility for budget control, review and evaluation of plans and specifications, building systems (HVAC and energy management systems), maintenance standards, operating techniques, and management of a multi-shop operation including plumbers, electricians, carpenters, and other trades.

A Bachelor's Degree in electrical or mechanical engineering is preferred. Other relevant Bachelor's Degrees may be considered. Five years' management background in mechanical, electrical, and control systems at a college or university facility and successful completion of the APPA Facilities Management institute are highly desired. The successful candidate must possess excellent communication, planning, analytical and leadership skills, and must be knowledgeable regarding principles and practices of electrical and mechanical (HVAC) systems, construction codes, utility and energy management systems, high voltage electrical distribution, and pertinent State and Federal regulations.

Salary is commensurate with qualifications and expendence Employtement

Salary is commensurate with qualifications and experience. Evaluation of applicants will begin on March 24, 1992 and will continue until the position is filled. For confidential consideration, please send your resume, which must include salary history and requirements, to:

Delaware State College Personnel Department 1200 N. DuPont Highwa Dover, DE 19901

An Affirmative Action. Equal Opportunity Employer المدورة والمتراف والمتحاف في المتراف المتراف المتراف والمتراف والمتراف والمتراف والمتراف والمتراف المترافي المترا

English: The English Department of the University of Teass at Arthuston is seeking a Director of Freshman Ragish to help coordinate, train, and oversee graduate teaching assistants in an integrated program of reading, writing, and critical thinking. The Director will participate in the ing. The Director will participate in the straduate thetotic program, and should be able to teach current theories of composition and related subjects at the graduate level. The preferred candidate will show acholarly promise in some sapect of the theory, bistory or empirical study of retective. Beginning to advanced Assistant Professor rank. Pa.D. is required by September I. 1992. Send vits and letter of application to Dr. Hans Keliner, Department of Raglish, Bax 19035, University of Texas at Arlugton, Aritaston, Texas 76019 by Murch 31, 1992. AA/EQE.

English Assistant or Associate Professor. Mise-month tenure track. Effective date: August 17, 1992. Salary: \$73,935.538,578 depending on education and experience. Qualifications; Master's degree or doctorate in English with compitation on course work in composition. One year Mastings, or equivalent part-lime teaching experience with preference given to experience with preference given to experience on community college or first and accord year college composition settings. Demonstrated ability to work effectively with students of diverse beckgrounds, interests, and ages. An understanding and declication to the adult learners and the community service mission. Willippress to work with vocational and technical programs to develop

English Tenture track, Instructor/Assistant. To teach primarily developmental studies and freshman composition, but some upper tovel classes. Specialization in British or comparative literature desirable. Experience in teaching composition and knowledge of recent theories of composition required. M.A. required, Ph.D. preferred. Résumé and refurences to Dean Barry Chambers, Tennessee Wesleyan College, P.O. Box 40, Athens, Tennessee 37371-0040. EOE.

English as a Second Language: English Language Program. Academic Supervisor—University of California Santa Barbara Rxtension. Duties: coordinate, supervise execution of 10 week/4 week IRP+ English Contract Courses. Hire, supervise faculty: develop procedures for all educational programs; coordinate curriculum. Qualifications: MA. TESOL of MA related field with TESL Cortification, 3 years' teaching, administration in IEP. Rxcallent organization and interpersonal skills. Deadines sorosinas begins: Immediately. position open until filled. Salary: \$31,300-\$37,500. Send curriculum vitae, 3 leiters of recommendation, letter of interest, supporting

An experienced professional who can be immediately productive in planning, managing and evaluating a comprehensive marketing and communications effort and a program of services for 36,000 alumni of Shippensburg University of Pennsylvania

MINIMUM REQUIREMENTS: Bachelor's degree (master's preferred) with demonstrated skills in management, marketing and communications. A minimum of three years experiencels required preferably in alumni association management or comparable experience in a management position in business, gov. ernment, or community agencies working with constituent groups and with advisory or governing boards. Experience is required in volunteer development, program management, records management and constituent research. Public speaking. enthusiasm, a tolerance for evening and weekend work and willingness to travel on a frequent basis are necessary requirements for this position. Must have excellent written and webal

communication skills. Candidates must possess demonstrated

ability to initiate and complete a variety of projects on time, have

excellent interpersonal skills, and demonstrate evidence of effec-

tive supervisory ability. THE UNIVERSITY: Shippensburg University is a comprehensive public institution in southcentral Pennsylvania offering baccalaureate and master's degree programs in three colleges Arts and Sciences, Business, and Education and Human Services. The university has 5,500 undergraduate and 1,100 graduate students and more than 300 faculty. Located in the scenic Cumberland Valley, the university is 40 miles southwest of

Harrisburg and 90 miles northwest of Washington, D.C. SALARY: State University Administrator III bargaining unit position. Salary based upon qualifications and experience with a range of \$29,927 to \$40,137. Excellent benefits program.

APPLICATION: Deadline for applications is April 1, 1992, or until a suitable candidate is selected. Starting date on/about june 15, 1992. Send letter of application, resume and three current letters of recommendation from professional associates to Donak G. Ernakovich, Sr., Executive Director for University Relation, Box 43, Old Main, Shippensburg University, Shippensburg, PA 17257. Shippensburg University is an Equal Opportunity/Affir mative Action Employer. Women and racial minorities are encouraged to apply.

# Shippensburg

A member of Pennsylvania's State System of Higher Education

ALBION COLLEGE

#### DIRECTOR OF CAMPUS PROGRAMS AND ORGANIZATIONS

Albion College, a selective, private, residential liberal arts college invites nominations and applications for the position of Director of Campus Programs and Organizations.

The Director, a momber of the Albian College Student Affeirs Salf reporting directly to the Vice President and Does for Student Affeirs administers a comprehensive co-curricular program which encourages personal development and is concerned with the total education of the student. Major areas of responsibility include: volunteer program, leadership development; student activities; Greek life; new student of entailor; cultural, educational and entertainment programming; campus calendar; and student handbook.

The appointee must have an appreciation for the value of a liberal art salucation and must pessars a high degree of energy and enthusiase. Sensitivity to the academic and personal meets of young adults is assential, as are strong communication and organizational skills. Experience with the administration of volunteer and/or leadership development programs is desirable. A Master's degree in student personnel, guidance and counseling in a college or university setting relative to the position responsibilities.

Nominations and applications should be sent to Michael Stone, Chair. Search Committee for Director of Campus Programs and Organizations. Albion College, Albion. MI 49224. Application materials should include a cover letter, resumé, and the names, addresses, and telephone numbers of three references. Screening of annications will begin on conducted at NASPA and ACPA.

Albion College, a member of the Great Lakes Colleges Association, is located fifty miles wast of Ann Arbor on 1-84, the main route from Detroit to Chicago, Albion College is an equal opportunity employed. Women and minority candidates are encouraged to apply.

versity-level ESL/EFL teachins experience: minimum one rear's experience teacher training, supervision: experie is teaching appating and listenne. Canidates for interview will need to utom the cotage of REL/EFL class they have maderated: overseas teaching experience teaching in intensity Engingerous applied to a point Enginerous Applied Engisty of Kansas, Lewincott Hall, University of Kansas, Lewince, Kansas 66045; phone: (01) 84 4006. Callwrine for full job descriptions application details. Deadline: March J. 1991. The University of Kansas is an EEO/A English as a Second Language; Visiting ESL.
Instructor: Teach ten hours per week in intansive English program; supervise, train
teaching assistants, primarily in speaking
and understanding. Assist in testing, placement, enrollment, advising, development
of syllabi, materials, curriculum. August
16, 1992 to May 15, 1992, 522,000. Possible
sdmmer contract. Pringe benefits. Montenure track position, renewable to maximum three years if successful. Required;
native problemery in English, M.A. with
concealration in Applied Linguistics of
TESL/TERL; infediment three years' test-

#### Director of Alumni Affairs Associate Curator for Records

The Records Management Program, a function of the Harvard University Archives, is designed to meet the complex needs for records administration within a variety of University office settings. The responsibilities of this position encompass analyzing and appraising records collections to determine retention/disposition schedules, supervising the preparation of collections to be accessioned into the retention/disposition schedules, supervising the preparation of collections to be accessioned into the Archives, and advising administrative staff with regard to associated regulations and policles. The successful candidate will be called upon to remain abreast of relevant legal and policy developments, supervise the Records Management staff, serve as liaison with the manager of the Harvard Deposit library, and report annually on the fiscal and administrative activity of the program. You will also participate in the assessment of operational systems, examine and evaluate automation applications, and contribute to personnel and budget planning including identifying and assessing short- and long-

Administration & Planning

Required Education, Experience, Skills:

**BULLETIN BOARD: Positions available** 

Candidate's for this position must possess a Master's degree in Library Science, the humanities or social sciences, and a minimum of 5 years' experience in records and archives management, preferably within a college or university environment. Broad knowledge of and experience with automation and other applicable technologies is essential, along with proven supervisory, organizational, financial management and budgeting skills. To be selected, you must also have effective interpersonal and ommunication skills, and the capacity to exercise tact and sensitivity in a large, decentralized organi

on. Please forward your cover letter and resume to Malcolm Hamilton, Harvard University Library, Wadsworth House, Cambridge, MA 02158. Harvard University upholds a commitment to Affire



#### The College Of **WILLIAM&MARY**

**Reves Center for International Studies** 

#### ASSISTANT DIRECTOR FOR PROGRAMS ABROAD

The College of William and Mary invites applications for the position of Assistant Director for Programs Abroad. The individual will serve as Assistant Director of the Reves Center for International Studies with specific responsibility for the areas of study abroad and international students. Direct will include:

managing the Study Abroad Office, including its library, database, and
advising operations;
 promoting study abroad among the College's Localry and students.
 administering established foreign study programs, including management of budgets, coordination of apple arrows and enrollments, recruitment of participants and staff, preparation of transcripts, evaluation of program.

programs;
assuing in curollinear of foreign students requesting believes and orientation of foreign exchange scholars.

facilitating new international study opportunities and exchanges,
ecoperating with other administrators in support of international study
programs at the College and abersal.

furthering the educational goals of the Reves Center as a catalyst for its
international study.

Candidates should hold an advanced degree and prevent a monimum of two years experience in international caloration, previous compleximent in foreign study administration describble, demonstrated ability in organizing and managing a small office highly reconnicined as working knowledge of a foreign language required, with residential experience abroad strongly suggest as

The Assistant Director's position is a profession of appointment by ginning on June 1, 1992. The salary range for the position is \$15,000 \$39,000 ft view of applications will begin on April 1, 1992, and continue more the position is filled. The College of William and Mary is an I-EO/AA comployer.

Harrick Color of the Color of t

#### STUDENT ACTIVITIES/ COLLEGE UNION

Assistant Director for Programs of the Server Student Center, Lamar University, Beaumont, Troos. Responsible for all student programming by the Student Conter Council and for need severement, planning, designing, budgeting, implementing, and or dusting programs and services for a diverse student population. Council is charged to provide community-building programs which enhance the clustomet and experience of students and which fill their stocks, retreatment, and calludated a students and which fill their stocks, retreatment, and calludated a students and which fill their stocks, retreatment, and calludated a skills training experiences and programs for Cauncil leaders and columbers. Performs in other student for greatment for Cauncil leaders and columbers. Performs in other student for greatment Canter. Salary negatiable, communicate with experience. Position available now Candidates must possess a Master's degree in an appropriate field; must demonstrate strong world and written communications skills; must have demonstrate and must demonstrate a strong commitment to co-carticular and multicultural programming. For full consideration, futers of application, resums, and the names, addresses, and telephone numbers of three references should be postmerked no later then April 3, 1992, to Lamar University Ruman Resources Office, 1030 East Founds. Resource.

count Dean will be responsible for the enplanes measurement program at the Coliese including retrustment and
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totine Desa will be responsible for the en-plinous management program at the Col-lege. Including recrumment and AA.

Plantaburgh, New York 12901-9173. EOF

#### DIRECTOR **ADMISSIONS**

Mount St. Mary's College, Los Angeles is seeking qualified can-dictates for the position of Direc-tor of Acintissions, beginning July 1, 1992. Mount St. Mary's is a Catholic liberal arts college pri-marily for women with an enroll-ment of 1200 located on two campuses: West Los Angeles and Los Angeles.

The position reports directly to the Executive Director for Enrollthe Executive Director for Euroliment Management and is re-sponsible for a comprehensive undergraduate recruitment, marketing, and admissions pro-gram. Qualifications: excellent communication, team building skills. budget management, marketing expertise, and an abil-lity to work collaboratively with academic departments. A Bachiio work collaboratively with demic departments. A Bachetor's degree is required plus five years of experience in un-dergraduate admissions. Salary is commensurate with educa-

tion and experience.
Review of applications will begin March 27, 1992 and continue until the position is filled. Please send letter of application, résume and three prolessional references with addresses and telephone numbers to: Dr. Stephen V. Wash, Director of Enrollment Mulagement, Mount St. Mary's College, 12001 Chalon, Road, Los Angeles, CA 90049, Mount St. Mary's College is an Affirmative Action, Equal Opportunity, Employer. Equal Opportunity Employe Minorities and women are en

# DIRECTOR, SCHOOL OF ECONOMICS

### Georgia Institute Of Technology

The Georgia Institute of Technology invites nominations and applications for the position of Director of the School of Economics.

Georgia Tech, a unit of the University System of Georgia, is a leading technological research university located on an attractive campus in the heart of Atlanta. The School of Economics is located within the Ivan Allen College of Management, Policy, and International Affairs along with the Schools of History, Technology, and Society; International Affairs; Literature, Communication, and Culture; Management; Public Policy; and the Department of Modern Languages.

The School of Economics has a focus reflecting its role in a technological university. The faculty currently consists of a small number of full-time members, but it is anticipated that the size of the unit will increase, as it has been identified as a critical element in plans to integrate work among units within the Ivan Allen College and across the campus. There is an existing B.S. Undergraduate Degree in Economics with approximately sixty-five majors. There is a Ph.D. program that has been approved but not yet implemented. The new Director would play a major role in setting a course for graduate education.

Candidates should possess a Doctorate in Economics, a record of significant scholarly accomplishment appropriate for a faculty appointment at the level of Professor, a demonstrated commitment to teaching, and leadership experience that would prepare him or her to build a faculty capable of quality research and education in economics and of interacting successfully with other units of the Col-

The position will be filled by July 1, 1992 or as soon thereafter as possible. There is no deadline for applications, but the search will be closed when an appropriate candidate is located. Applications and nominations, along with a curriculum vitae and names and addresses of four references should be sent to:

> Dr. August W. Giebelhaus, Chair **Economics Director Search** Office of the Dean of the Ivan Allen College

Georgia Institute of Technology Atlanta, GA 30332-0520

Georgia Tech is an equal opportunity/affirmative action employer.

Georgia Tech

#### **ENROLLMENT MANAGEMENT** DIRECTOR

Small private college seeks energetic, creative, articulate leader to plan and implement undergraduate recruitment and retention efforts. Knowledge and experience as college Admissions Director, background in financial aid budgeting and packaging, required. Available Spring or Summer. Letter, résumé, reference addresses/telephone numbers to:

Vice President for Academic Affairs Kendall College 240k Orrington Avenue Evanston, Illinois 5020t

h. Ther apecialty. Deadline: 1 April 1992. Submit a curriculum vitae, graduate and undergraduate transcripta, a descriptive statement of teaching interests and research soals; have fitree current letters of recommendation tent to: Dr. Larry Hinck, Charr, Faculty Research Committee. Department of Biological Sciences, P. O. Box 399, Alkantas State University, Shite Univer

Executive Director/Legal Education: Nominations and applications are invited for the position of Executive Director of the Association of American Law Schools, an association contribution of 138 member law schools, with offices in Washington, DC. This position requires substantial experience as a tegal educator and also soons administrative experience and a familiarity with major issues in legal education. A complete job description can be obtained by writing to the address below. The appointment is for a term of up to five years, subject to renewal. The salary will be con-

mensurate with the education and experience of the person selected. The Association is an equal opportunity employer. Applications and sominations from those forerested should be submitted as soon as possible as accrening of applications with begin in mid-blanch. Please address correspondence to Escentive Director Search Committee, Association of American Law Schools, 1201 Connecticut Avenue, N.W., Suite 800, Washington, D.C. 20036.

tember, 1992. Qualifications: Ph.D. or equivalent. Post-doctoral apperience are entered. Responsibilities: Perform extramulativitinded research involving graduate students. Teach in (1) the respective area of expertise and (2) clither in Research Methods/Messurement Theory or Hiomechanics. Advise undergraduate and graduate Exercise Science students. Severe on appropriate anodemic committees. Salary (Comprise anodemic committees. Salary) Comprise anodemic committees.

#### **BAYLOR** UNIVERSITY MULTICULTURAL CTIVITIES ADVISER

Provide special support services and activities to minority students designed to increase relention, awareness and participation in the University. Plan, implement and assess student development programs and activities. Facilitate programs and activities that promote the understanding of various cultures and heritages in conjunction with established and development study groups.

Master's degree preferred, Bachelor's degree required. Experience in counseling/guidance, college student affairs or higher education desired. Send resume and three letters of reference by March 13, 1992, to PER-SONNEL SERVICES, BAYLOR UNIVERSITY, P. O. BOX 97053, WACO, TEXAS 76798-7059.

Baylor University is Texas' oldest institution of higher education. It is affiliated with the Baptist General Convention of Texas. Minorities and toomen are encouraged to apply. Baylor is an AAIEEO Employer.

mensurate with qualifications and experience. Application: Send letter of application: Send letter of application. Current curriculum visue, three reprints of carrent research, and names, addresses, and phone numbers of four references to: Dr. R. B. Armstrong. Exercise Science Search Committee. Physical Education Building, University of Georgia, Atheas, Cleorgis 30602. Deadline: Applications accepted through March 20, 1992 are assured of consideration. An Affirmative Action, Equal Opportunity Engloyer.

Sashion Merchandising: Two positions. As-sistent Professor (nine-month tenure-track ' resition) and justructor/Assistani Profes-sor term appointment. Salary: competitive





#### TEXAS TECH UNIVERSITY Department of Housing and Dining Services

Texas Tech University, located in Lubbock, a community of 200,000, has a total enrollment of 25,000 students with 6,000 living on campus The University houses 7 colleges, both Law and Graduate Schools as well as a Health Sciences Center and is one of the state's four major comprehensive universities.

leges, both Law and Graduate Schools as well as a Health Sciences Center and is one of the state's flour major comprehensive universides.

Coordinator of Residence Life (Anticipated)

Chief administrative officer for a residential area housing approximately 3,600 students. Directly supervise 9 professional complex/hall directors, 76 resident assistants, numerous student office staff and professional complex/hall directors, 76 resident assistants, numerous student office staff and professional secretarial personnel. Coordinate the direction of area programming, staff training, ludicial afairs, administrative operations and customer services. Coordinates various departmental functions, ex., RA Class and staff selection. Assist housing services personnel with housekeeping/maluenance operations and incitity management. Provides consultation to student design projects, tenovation planding and new construction. Participates in departmental goal setting, committees and special projects. Requirements: Master's degree in Student personnel, higher education or a related field plus 2-4 years full-time supervisory and management experience in residential life. Position is 12 month, twe-out with starting salary of \$25,890 ennually plus benefits.

Coordinator of Besidence Education.

Responsible to the student-staff development for a department employing 19 complex/hall directors and approximately 300 student staff. Major emphasis of this position will be. a) overall coordination of all training for residence life and housing services including RA Class, staff orientation, continuing education and student featership development b) coordination of residence life publications; c) advisement of Resident Hall Associations (t) implementation of academic, student retention, minority affairs, and security program development; and c) provide consultation to various staff, committees and task forces within the department and division of student affairs. Requirements: Amagement approved to student affairs. Requirements experience in r

of \$22,044 annually plus benefits

Complex Director

Responsible for the management and supervision of 1-2 Assistant Hall Directors, 1222 Resident Assistants, a full-time Secretary and approximately 12-15 student office 
receptionsis plus night security staff in a complex of 2 residential buildings. As a live-in 
staff member, the Complex Director is responsible for advising house councils and 
student judicial boards, facilitating community development providing customer services; assisting in facility management through renovation planning, student design 
projects and support of maintenance and housekeeping services; serves on division 
and department committees. Master's degree in student personnel or related field and 
prior resident hall staff experience required. Benefits, \$2,1,150 annual salary a furrished apartment 20-mexis-n-week. University contribution to Social Security, Insurance, and teacher's retirement plan.

Residence Hall Director

arce, and teacher's retirement plan. Residence Hall Director Responsible for 6-11 Resident Assistants, audent office staff and right security staff in a building housing 200-575 residents. As a live-in staff member, the Hall Director is responsible for advising a house council facility that all the properties of the council particular in student design projects and support of maintenance and housekeeping services and serves on department committees. Master's degree in student personnel or retacted field preferred, prior residence hall staff experience required. Benefits: 515.4.1 for 10 months with summer opportunities available; a furnished apartment, 20-metab-a-week; University contribution to Social Security, Insurance, and teacher's retrement plan Able to enroll in up to 6 credit hours of class per semuster.

plan Able to enroll in up to 0 credit hours of class per semister.

Assistant Hall Director

Works with the Complex Director in providing administrative, supervisory, managerial and student development programming leadership for a multiple hall complex. As a live-in member, the Assistant Director shares responsibility with a Complex Director to the supervision of a Resident Assistant staff, the activisement of student leadership groups, the development of a comfortable living environment and the assistance of instructions with their personal needs and concerns. Enrollment in a Master's degree required (CRE or GMAT required), previous reakfence hall staff experience, student government leadership or related experience preferred. Benefits include 37:200 for 10 months with summer employment based on department need; a funithed apartment; and 20-meass-a-week. Able to enroll in up to 12 credit hours of class per semester.

Applications will be accepted for all five positions until filled. Interviews will be conducted at SWACUHO, Oshikosh, and ACPA To apply for any of the positions, send a letter of application, resume, and the markes, addresses, and telephone numbers of lines references to Dr. Nyle Piomery, Associate Director of Housing for Swdent Services, P. O. Box 41141, Lubbock, Texas 79409-1141, 806-472-1438, RAX 806-742-2696.

TEXAS TECH UNIVERSITY IS AN EQUAL OPPORTUNITY,
AFFIRMATIVE ACTION EMPLOYER

University of Massachusetts at Amherst

#### Assistant Director/ Coordinator of Computer Systems **Division of Academic Support Services**

The Division of Academic Support Services seaks a Staif Assistant to serve as Assistant Director/Coordinator of Computer Systems. This professional will be responsible for systems development for the Admissions Office and for data gathering and analysis relative to Enroll-ment Management. This professional will coordinate computer sys-tem design, implementation and data gathering and analysis for the Division and its programs

Minimum qualifications: Bechelor's degree plus 2-3 years' experience in information systems or Master's degree plus 1-2 years' experience n information systems. Knowledge of Local Area Networks, systems analysis and data base design and management.

Salary: Hiring salary range: \$24,400-\$32,500. (Normal starting salary: \$24,400-\$28,400.)

Send a letter of application, resume, names, telephone numbers and Sond a letter of application, resume, names, telephone numbers and addresses of 3 current references no leter than March 19, 1992, Send application materials to: Search 28631, Employment Office, Room 187, Waltmore Administration Suilding, University of Massachusetts, Amheret, MA 01003. The University of Massachusette is an Affirmative Action/Equal Opportunity Employer.

fashion Merchandising: Columbia College is setking a candidate to fill a one-year position to teach Fashion beerchandising courses, including retailing, buying, apparel evaluation and bashion merchandising and control bealming August 21, 1992. The College, entablished in 1831, is a private, co-educational, career-oriented comprehensive institution with a liberal arts foundation. In addition to its traditional day program, the College operates an evening program and twenty off-campus branches, all offering associate and bacculauceate degrees. Doctorate or ABD status in fashion merchandising or closely related field preferred: master a degree in fashion merchandising or divided in teaching or closely related field previous fushion in additional conditions of the control of the

(3) references with addresses and phone numbers to the Personnel Office; cle Dean Mary S. Miller; Columbia Codese, 1001 Rosers Street; Columbia, Missouri 65216. Application deadline is April 3, 1992. Afternative Action, Equal Opportunity Emplement

Flaunces South Caroline State College, School of Business, Tenure-track position, Applicants are invited for one full-time position at the histartain, associate or full professor levels in Finance for the 1992-93 neademic year. Candidates are aspected to demonstrate teaching excillence and a commitment to service and research. The position is a nine-month appointment, with summer, achool and apmener research grants available. Courses tought will be at the undergraduete level. A Ph.D. or



GUSTAVUS ADOLPHUS COLLEGE

St. Peter, Minnesota

#### **Director of Physical Plant**

Gustavus Adolphus College invites nominations and applications for the position of Director of Physical Plant. Gustavus Adolphus is a coeducational, private, residential college of 2800 students located on a large hill-top campus one hour south of Minneapolis in the scenic Minnesota River valley.

In the scenic amnesota River valley.

The College seeks an outstanding individual with strong leudership, management and communication skills to oversue the development and implementation of programs, policies and procedures related to the physical plant. This individual will direct the construction, maintenance, remodeling and repair of all campus facilities and be responsible for the hiring and supervising of plant employees. Candidates must possess a bachelor's degree in an engineering or architectural field. The Director of Physical Plant reports directly to the Vice President for Business Affairs and Treasurer.

The search committee will begin its review of candidates by March 23. Persons wishing to be considered should send a latter of interest, résumé, and a list of three references with addresses and

Kenneth C. Westphal Vice President for Business Affairs and Treasurer Gustavus Adolphus College 800 W. College Avenuc St. Peter, MN 56082

It is the policy and practice of Gustavus Adolphus College to provide equal educational and employment opportunities for all. We specifically encourage applications from women, minorities and persons with disabilities.



#### DIRECTOR OF DEVELOPMENT

Andrew College Invites applications and nominations for the position of Director of Development. Andrew is a two year United Methodist, restricted tollege of 300 students located in Cuthbert, Georgia.

The Director of Development will oversee planning, coordination and implementation of the College's expanding external relations program. The Criticand Grants received on an annual basis by the College in the past three years have increased from \$1,100,000 to more than \$2,000,000. The dutter have has increased from 262 to 622.

Consideration will be given to high energy persons with a commitment to two year independent colleges. Appreciation of the church relationship essential. Degree required. Pleaso send résumé to: Office of the President, Andrew College, Cuthbert, Georgia 31740. AAEO.

D.B.A. in Finance is required. ABD's will also be considered. Send latter of application, vits, three letters of recommendation, and transcripts to: Dr. Zalda Marilaez, Chairperson, Department of Business Admissignation, South Carolina State College, 300 College Street, Northeast, P. O. Bor 7156, Ormneburg, South Carolina 29117, 0001. Application deadline is April 17, 1992. South Carolina State College is an AAHO Employer.

Finances University of South Dakota at Rapid City, Professor of Finance. Assistant/Associate or Full Professor of Finance. Solary: Commensurate with rank, candomic preparation and experience. Term: Term Contract beginding Suptember 1992 or before. Duties: Teach Financial Administration and related countes in the established graduate program at Rapid City, South Dakots, and provide support service in finance and related areas to the High Plains Conter for the Materials and Magnifacturing Industries. Demonstrate a committeent to Center for the Materials and Maguilacturius industries. Demonstrate a commitment to research. Requirements: Doctorate in Finance or cloudy related business area required. The successful candidate with have demonstrated experience already preferred. The successful candidate with strong cell and communication at his successful candidates with strong real and communication skills and the ability to teach at the graduate level in both finance and another returned business area will receive preference. Candidates with practice in veglure financing and enterpreneurial marketing are particularly suitable for this motion.

practice in venjure inancing and entrappeneurial marketing are particularly utilable for this position. Inquiries: Cloring date for this ammongement is April 10, 1992, or unit a suitable applicant is thred. Those interested are encouraged to send letter of application and protessional resume to Dr. Michael K. Madden, Resident Administration, University of South Dakota, P. O. Box 220, Box Elder, South Dakota, P. O. Box 220, Box Elder, South Dakota, Strippeneuri, The University of South Dakota School of Business offers a complete Master of Business Administration in Rapid City, This position seeds be part of the resident faculty on that campus, Rapid City, In a city of about 35,000 located in the Black Hills of South Dakota near Mount Ruthmore. The School of Business is accredited by the American Assembly of Collegiate Schools of Business. The University of South Dakota near Mount Ruthmore. The School of Business is accredited by the American Assembly of Collegiate Schools of Business. The University of South Dakota is an Equal Opportunity, Affirmative Action Employer, Minorities and women are encouraged to apply for this position.

Foreign Languages/Spanish: Academic year position available September 1992, at flar-ton Collège, a two-year unit of the University System of Georgia. Requires master a degree and 27 quarter or 18 sepneler hours at the graduate level in Spanish with a committeent to complete that much graduate work in a second field within 3 years. Doctorate preferred with 27 quarter or 18 semester hours at the graduate level in each of two teaching fields, one of which is Spanish. Other preferences piculde: five years teaching experience, preferably in a community codes; experience designing a foreign language program; experience working students; and travel abroad. Responsibilities include: teaching three five-hour courses per quarter (summer uptional), some or all of which will be in Spanish developing the foreign language program; academic advising; assistance with division mittes work; and community service. Screening with begin March 27, 1992 and continue until position is filled. A complete application include: rejuent; letter addressing above responsibilities and continue and c application includes: risund; letter ad-deresting above responsibilities and qualifi-cations, plus statements reflecting appli-ount's commitment to the two-year com-munity college; names, addresses, and tele-phone numbers of three current reforences, and unofficial transcripts of all college work. Rank and salary commensurate with education and experience. Official tran-scripts required before employment. Con-tact: Personnel Office, Darton College, 2400 Cilionville Road, Albany, Georgia 31707. AAJEOR.

French: Carson-Newman College in Jefferson City, Tennessee, will have available for Pall, 1992, a one-year position in French at the rank of instructor. The salary will be entiry-level and will be commentarined with preparation and experience. Faculty members may participate in the group life insurance plan and the health manisance plan. The person selected will teach two sections of elementary and two of intermediate French each semester and mad be willing to teach to padditional sociolos for earn pay if needed. There is a potablity that a third-year course in advanced presents raight be substituted for one of the above sections.

The M.A. in French is required. Ph.D. in modern language preferred, some teath-ing alphena and college affiliated with the less nearestee Baptilip Convention. The college remphatizes audentical entering a supportive Christian continerment the campos is distinct and mountain. The college remphatizes audentical entering the campos is distinct and mountain. The college campos is distinct and mountains. The college campos is distinct and mountains. The college has an enrollment of about 2000 students. Applications will be accepted until March 11, 1992. Send applications and resumes to Mr. Lerry Harper, Chair, Repartment of Foreign Languages, Post Office Beox 2004. Carson-Newman College, Jefferson City. Tennelsee 37701, 1919, 471-1238.

French: Assistant Professor, Lemme track. Ph.D. in hand, public about a contemporary critical theory, proven annullesce in teaching and stranguages and colling man and minorities are encouraged to apply. Dendities: March 20, 1992. Letter of application and curriculum ville to Andrew Stonger, Chair, Modern Languages (Letter of application), Bisnots 60516-1914.

#### RESIDENCE HALL COORDINATOR, MARTHA COOK **BUILDING**

The University of Michigan seeks an individual to serve as live-in Residence Hall Coordinator (Building Director) in the Martha Cook Building, a 150 all-woman residence hall MATTIRE COOK BUILDING, a 190 all-woman residence hall listed on the Proglistor of Historic Sites. The Coordinatorias full responsibility for the student personnel program and business management, including budgeting, housekeeping, food service, and maintenance. This position is also esponsible for selecting and training stall and for spewer ing trousokeoping and food service management, one assistant resident director and general office staff. Additionally, the Coordinator is responsible for interviewing and selecting student residents.

A Bachelor's degree or an equivalent combination of education and experience is necessary; a Masteradegree s highly desirable. Experience in a supervisory or manage ition and reasonable administrative leadership abilities are necessary. Some experience in student personnel service, residence hall and food services administration, and in working with a policy-making boards desirable. Demonstrated outstanding oral and written communication skills are also necessary.

This 12-month appointment includes a benefit package of five weeks vacation, medical and dental insurance, and an outstanding retiroment plan with immediate vesting, plus an apartment year-round and board for eight months. Salary communsurate with education and experience up to

Closing date for applications is March 31, 1992, with an anticipated appointment date of June 1, 1992. Please submit a cover letter and two copies of a resume to:



Employment Services

2031 "RHCW" Administrative Services Building 1009 Greene Street Ann Arbor, MJ 48109-1432

A non-discriminatory, affirmative action employer.

#### ASSISTANT DIRECTOR DENISON UNIVERSITY GRANVILLE, OHIO

Denison University, a selective independent, coeducational odes of liberal arts and sciences with 1990 students, has an opening legi-ning July 1, 1992 for a person whose major responsibility all be madicultural retroitment. Title and salary dependent upon exper-

Denison University, which this year celebrated the 12th anthersay of its General Educational requirement in Women's Studies and Blad Studies, is appressively seeking to increase the enrollment of tad-tionally underrepresented eithirk groups. Qualified candidates should have 3-5 years' experience in some

sions or equivalent in sales, husiness or education, Experience to selective liberal arts college; strongly preferred. This position has responsibilities typical to the admission profession such as: recruitment of multicultural students, as well as having responsibility for georgraphical recruiting of all students, visiting an ondary schools for several weeks, implementing telemarketing and on-campus visit programs, interviewing and reading applicant lies.

Review of aparts when a life burks have a distribute and continue until the

Review of applications will begin immediately and continue until the position is filled. BAHS required, MAHS preferred. Excellent organizations, interpersonal communication skills required. Monitations questions, and applications, including letter, resume and names of three references, should be directed to.

William W. Denniell
Dean of Admirston's and Financial Ald
Denison University, Bot 11
Granville, Olf 45025
Tell-free: 1-800-DENISON or 614-587-6827

Consideration of caucidates will begin May 4 and continue will be position to number

DENISON UNIVERSITY IS AN EQUAL OPPORTUNITY.
APPIRMATIVE ACTION EMPLOYER
WOMEN AND MINCIRITIES ARE ENCOURAGED TO APPLY

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#### National Wildlife Federation

The nation's largest non-profit conservation education organization has a position available as Director of Planned Giving and Major Gifts in the Development Department. We are seeking a creative, dynamic professional with exceptional managerial and leadership skills to assume overall responsibility for Planned Giving and Major Gifts Division.

DIRECTOR OF PLANNED GIVING

AND MAJOR GIFTS

bility for Plainted Civing and major constraints and conceptual planning, direction and supervising all planned giving and major gift efforts, marketing plan development and implementation, and direct donor solicitation. The Director reports to the VP for Development and works closely with both the Director of Land Gifts and the General Counsel's office.

Qualified candidates will have five (5) years' experience in planned giving and major gift fund raising with demonstrated success in obtaining six-figure outright and deterred gifts. MBA, CPA, law degree or financial planning certificate preferred. Ability to use Planned Civing software, excellent oral and written communication skills, and strong commitment to conservation necessary. Extensive knowledge of charitable tax laws critical. Candidates should be well

versed in budget preparation and management and must also be able to travel extensively (often on short notice). Salary range from \$50-\$60K depending on experience. We offer excellent benefits including medical/dental, and life insurance. We are also proud to promote a smoke-free work environment. Qualified candidates please send sumé, cover letter and salary history to:

National Wildlife Federation
Attention: Human Resources, PE-159-TC
1400 16th Street, N.W.
Washington, DC 20036

An Equal Opportunity Employer
Minorities and Females are encouraged to apply

### **Development Director**

#### Harry S. Truman Library Institute

The Harry S. Truman Library Institute for National and International Affairs is the non-profit support organization of the Harry S. Truman Library and Museum, located in Independence, MO, and within the Greater Kansas City area. The Institute is about to embark on a capital Ubray and Museum, located in Independence, MO, and within the Greater Kansas City area. The Institute Is about to embark on a capital campaign to fund a new museum facility, exhibitions and educational programs. The Director of Development will be responsible for the development and implementation of an integrated fund-raising program designed to make the Elbrary's new museum master plan a really. Reporting to the Secretary of the Institute, whe will direct the institute's mutti-million dollar capital campaign, organize corporate and individual planned and annual giving, refine and expand the membership program, supervise fund-raising events, and work with the board to enlarge the Institute's cudowment and funut all lesse. The "hands-on" position requires the ability to plan, develop and implement on overall fund-raising stategy, supervise a small stall, and motivate volunteers at high tendership levels. The prospective candidate must have a proven record of fund-raising success, strong management skills and significant sendor level experience in development with emphasis on major gift and capital fund-raising, preferably within a major museum setting. The candidate must have excellent communication and interpersonal skills, and demonstrate a high degree of character, commitment and sensitivity required to raise funds in an active fund-raising community. An advanced degree in fund raising, is required. Cultural background experience in fund raising, is required. Cultural background experience is preferable; but wild experience. AAVIOC. Send or fax a letter with resume, salary requirements, deveription of most retent fund-raising results, and professional references by April 15 to:

Mary Kay Ingentions

Mary Kay Ingenthron MK Communications 427 West 12th Street Kansas City, Missouri 64105 or Fax 816/474-4830

PODICED REARCE PROCEED TO SERVE SOLD FOR THE SERVE \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

#### UNIVERSITY OF SOUTH FLORIDA **EXECUTIVE ASSISTANT** FOR FINANCIAL OPERATIONS OFFICE OF RESEARCH

The Office of Research at the University of South Horida is recriming an Executive Assistant for Financial Operations. This position reports in an advisory capacity to the Vice President for Research and its units, which include the Division of Sponsored Research, the Division of Technology Development & Transfer, and Graphic studio, as well as the USF Research foundation. Strong accounting, writing, research, and analytical skills are a most, as well as creative policy—and decision-making capabilities. Additional requirements are a master's degree and three years of appropriate experience or a bachelor's degree and five years of appropriate experience or a bachelor's degree and five years of appropriate experience. Personal computer and mainframe computing experience are desirable. A resume and three letters supporting the applicant's qualifications should be sent to Charperson, Search Committee. Office of Research, University of South Florida. 2002 E. Fowler Ave., FAO 126, Tampa, 11, 39,29-7901. According to Horida lea, applications and meetings regarding the same see open to the public. USF is an equal opportunity employer. Application deading. March 22, 1992

freach Instructor. Master's degree with eighteen praduate semester hours in terest in a recent retitee who is interested to undergraduates. Teaching duties will enclade leaching demonstrate period on qualifications and interests but will have experience and fluency in two landing presents and either spanish or German, Prench and either spanish or German, Returnes must be received by March Human Resources Department, 23 Sant Lan Olas Bouleare Community College. Lan Olas Bouleare, P. Landerche, Florida 1330. Educate Community College. Landerche, Florida 1330. Educate P. Landerche, Florida 1330. Educate P. Landerche, Florida 1330. Educate College. Landerche 1330. AAEUE

**Associate Director** of Admissions

### Applications and normalions are invited for the position of Asso-cate Director of Admissions for the University of Idaho, a tand-grant institution with 10,000 + students. Responsibilities include stratents. Responsibilities include daily operations of Admissions Office. Minimum qualifications: Three years' experience at upper level of responsibility and supervision in an academic envir

professibly in an admissions office.

Must be familiar with computer-ized admission systems, micro-computers, software, and data en-try. Must be able to demonstrate good supervisory, communica-tion, and organizational skills. Master's degree recommended. Deadline: March 30, 1992, Sub-Deadline: March 30, 1992, Sub-mit a letter of application, curric-ulum vitae, and names and tele-phone numbers of three profes-sional references to: Peter Brown, Director of Admissions, University of Idaho, Moscow, ID 83843. AA/EOE.

Chairma abadaireach an anna réamhanadal

#### SUPERINTENDENT OF SCHOOLS

Seminole County (Sanford),

School Board of Seminole Coun-ty, Flurida seeks dynamic Individ-ual for Superintendent/CEO of \$1,400-Student district. Ten years of successful Administrative/Manof successful Administrative/Man-agenal experience needed in sound business and fiscal man-agement techniques, organiza-tional design, visionary leader-ship, and commitment to stu-dents. Ph D. Ed.D. or ABA preferred. Salary range \$90,000-\$105,000. Applications to: Dr. Wayne Blanton, Executive Direc-tor, Florida Schoul Boards Associ-tor, Florida Schoul Boards Associ-ation. 2015. Advance Street. attim, 203 S. Memorie Street, Tallahassee, FL 32301; 904/224-

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torate for consideration. Native or near-mative fluency in German and Russian, Fluent English. Experience at university-level with excellent leaching reference. Train-ing/experience in proficiency-oriented methods. Teach elementary and intermediate courses initially. Persons of color, women, and other profected class persons are encouraged to apply. Bloomburn is an AA/EUP employer. Complete dossier, in-

ion is still open. Search coolinuou.

Geaphic Design: Faculty position. Community College of Denver. Full-line position: start August, 1992. Salary \$33-23K. Art Director or professional experience in beld required. National exposure and college teaching caperience desirable. Must have strong desirable and type skills. Responsible for teaching caperience desirable. Must have strong desirable desirable. Must have strong desirable desirable. Select of recommendation transcripts, 10 sides or recommendation, transcripts, 10 sides or recommendation. Insureripts, 10 sides or printed samples of own work and student work. If available, Closing date: Priday,

#### UNIVERSITY OF SAN FRANCISCO Residence Life Positions

The University of San Francisco, founded in 1855, is a private, Catholic, Jesuit Institution committed to the tradition of scholarship, dedication to the humanities, and the education and development of the entire person. A conducational institution, the University has an enrollment of approximately 6,800 graduate and undergraduate students from all 50 states

#### **Assistant Director for Staff and Programs**

Coordinates and directs residential staff and education within the Office of Residence Life. Responsibilities include supervision of residence hall directors; staff selection, training and supervision; advising student government; and coordinating the disciplinary process.

#### Assistant Director for Operations,

Facilities and Marketing

Manages operational components of the Office of Residence Life. Works with custodial and maintenance departments of Physical Plant; coordinates capital expenditures and renovation projects; overses billing, room assignments, and occupancy information; and coordinates marketing projects.

Above positions report to the Director of Residence Life. Requires Masters' in Student Personnel or related field and 3 years experience in residence Life. Compensation: \$30,000-\$36,500/year; tuition remission and benefits

#### Residence Hall Director

Reports to Assistant Director for Staff and Programs. Responsible for administrative and programmatic aspects of a ence hall of 200-500 students. This includes student staff selection, training, supervision and evaluation, implementing student development program based on wellness model, discipline, counseling, advising hall government, on-call duty and operational administration. Masters' in Student Personnal or related field and 1 years experience in residence life. Compensation: minimum \$17,500 for 10 months; spartment, board, tuition remission and benefits. Summer employment is available. Anticipated opening.

#### Graduate Assistantships

(new positions)

Assistant Hall Director (3 positions) Assists Hall Director in the overall administration of a residence hall of 320-500 students.

Program Coordinator Assists the Assistant Director for Staff and Programs in the overall coordination of residential programming.

Above Graduate Assistantihips require enrollment in the School of Education-Post-Secondary Education and residence hall staff experience. Compone ation: furnished apartment and full meal plan; plus \$7000 for 10 months Send cover letter, resume and name/address/phone number of three references to:

> Mr. Gary D. Maslowski Director of Residence Life University of Sun Francisco 140 Phelan Hall San Francisco, CA 94117-1080

Deadline: 4/1/92 or until position are filled. Please indicate whether you will be attending Oahkosh Placement Exchange, ACPA, or NASPA or interviews may be scheduled in advance. Equal Opportunity, Affirmative Action Employer.

**ACADEMIC COMPUTING** 

Coordinator of Educational Development

The Coordinator of Educational Development assists the Director of Academic Computing and the faculty in the appropriate integration of computing into the instructional programs of the College. The Coordinator will be a leader in motivating faculty members to investigate the uses of computing an their respective disciplines. The Coordinator will organize opportunities for faculty to learn about possible uses of computing in their teaching, promote the use of courseware authoring tools and assist faculty members in the design and execution of courseware development projects, and make available software that may be useful in the curriculum.

be useful in the curricultum.

An understuding of the various liberal arts disciplines, the ability to work well with individuals of varying interest and sophistication about computing, and a thorough knowledge of the capabilities of computers and educational software are required. A master's degree in a discipline appropriate to a liberal arts college is expected; a Ph.D. is preferred. The successful candidate will also possess an understanding of the principles of software design and some programming skills. Franklin and Marahall College is committed to a continued effort to integrate computing into the curriculum. Every professor is provided a Macintosh computer, and sixty percent of the students own their own Macintoshes.

Franklin and Marshall, a highly selective, coeducational liberal arts college for 1,810 student, is located in Lancaster, Pennsylvania—an historic city of 60,000 located an hour and a half drive from Baltimore and Philadelphia, and three hours from New York.

Applicants should forward a letter of application, curriculum vitae, and addresses and telephone numbers of three professional references to:

### AREA Carnegie

Mellon COORDINATOR (Anticipated Vacancy)

Four Area Coordinators at Carnegie Mellon University share broad re-sponsibilities for creating and maintaining a residential environment which enhances resident student development and complements the educational mission of the university. Responsibilities include: staff supervision, program planning, disciplinary commeling and facilities management in a housing system of 2,750 students and 90 student staff members. Live-in responsibilities required.

Requirements: Master's degree in student personnel or related field. One or two years' recent residence hall experience required, prior experience must have included supervision of student staff and involvement in educational programming.

Salary and Benefits: \$17,000 plus partial meal atlpend, flexible health benefits plan, furnished apartment, tuition remission benefits and professional development opportunities.

Available: July 1, 1992. Send cover letter, résumé and names of three references to: Anthony M. Martin, Director of Housing, Carnegle Mellon University, 1060 Morewood Avenue, Pittsburgh, PA [5213, by April 10, 1992. Interviews will be arranged for ACPA and NASPA. An EO/AA

March 13, 1992. For more information con-lect William Richards, Dean, P. O. Box 17333, Campus Box 830, Denver, Colora-do 80217-3363; (303) 536-2473. AMEOR. Women and minorities encouraged to ap-Graphic Design: Virginia Commonwealth University. Assistant professor, \$25,000. Tenure-track. August 15, 1992; subject to Personnel Services Franklin & Marshall College P. O. Box 3003 Lancaster, PA 17604-3003

An Affirmative Action, Equal Opportunity Employer

foundation courses. Student advising and participation in departmental committees required. Addity to supervise graphic design great within BPA program. Successful candidate will have exhibition/sublication record. To apply, and interest of application, resume, three references, 20 sides of recent work and 10 sides of sudent work by April 1, 1992 to: Tom Rankin, Chair, Department of Art, Delts State University, Cleveland, Mississippl 38733. EGE, M/F.

AAF(I)P employer. Complete dotaler, in cloding cassette tape with conversational samples (not read from text), a curriculum wine, 3 letters of recommendation and copies of records to Dr. Brenda Keiser, Search es of records to Dr. Brenda Keiser, Search Committee Chair, Bloomsburg University, Old Science Hall Room 235, Bloomsburg, Fennsylvania 1781s, All completed applications received by fanuary 15, 1992, will be ton received by fanuary 15, 1992, will be ton received by fanuary 15, 1992, will be ton received by fanuary 15, 1992, ution is filled. After January 15, 1992, ution is still open. Search continued.

Graphic Design Faculty position. Communication, Communication Artis and Disign, VCIJ 325 North Harrison Street, Relationd, Virginia 22324-2519. Head of School: St. John's Military School.
Salina, Kansas. St. John's Military School.
Salina, Kansas. St. John's Military School.
andes 5-12, seeks an outstanding individual to fill the Fresidency, effective June 1,
1993. The person selected will have a minimum of a master's degree with considerable experience as a School Head or other top administrator. The Fresident and family reside in On-campus quarters. St. John's was established in 1887. It is considered one of America's promier military schools. Graphic Designillastrations Rank of In-structor or Assistant Professor, Salary commensurate with experience. MFA re-quired in Craphic Design, Russtration, or related area, Experience with Macintosh computer and related design software re-quired. Prior teaching experience pre-terred. Teaching exponsibilities include, but are not limited to, all levels of graphic design, computer design, illassiration, and

History: Lasin America/U.S. Diplomatic, tenure track, Will also serve as liston with International Studies Program. Send dossiler before March 20 to Professor George Rhyne, Chair, History Department, Dick inson College, P. O. Box 1773, Cartisle, Pennsylvania 17013-2896. AA/EOE.

History Tenure-track, Instructor/Assistant Professor, Fall 1992. Teach undergraduate courses in American bistory and geography. Messer's degree in history or related fletd required. Doctorate and prior college teaching experience preferred. Send letter of application, resume, innofitigit transcripts, and 3 letters of reference by April 3, 1992 to Angle O'lters, Personnal, Panhandle State University, P. O. Box 430, Goodwell, Oklahuma 73939, AA/EOE.



BULLETIN BOARD: Positions available

**ACADEMIC MEDICAL CENTER** 

CONSORTIUM

Director, Administration and Finance

The AMCC invites nominations and applications for the position of Director, Administration and Finance. The Consortium was created in 1989 to provide a focus for academic medical centers committed to improving health care through multi-institutional, collaborative health services research. The twelve-member consortium is motivated by a desire to advance efficient and effective use of health care services and to stimulate change in clinical practices and delivery systems.

to gain a batter understanding of the quality, effectiveness, and outcomes
of medical practices, and
outcomes to demonstrate how the results can be integrated into management and
quality improvement activities at medical centers.

Consortium members include: Alton Ochsner Medical Foundation, Brigham and Women's Hospital, Dartmouth-Hitchcock Medical Center, Duke University Medical Center, Johns Hopkins Hospital, Massachusetts General Hospital, Mayo Clinic Foundation, New England Medical Center Hospitals, UCLA Medical Center, University of Iowa Hospitals and Clinics, University of Pennsylvania Medical Center, and the University of Rochester Medical Center.

ma medical Center, and the Chiversity of notnester medical Center.

Reporting to the President and CEO, the position will have responsibility for the administrative and financial operations of the Consortium including: development of research proposals to funding agencies and foundations; preparation of budgets for the Consortium and for individual projects; periodic program and financial reporting to project sponsors and the Board; and coordination of administrative activities with member institutions.

The successful candidate should have an M.B.A., M.H.A. or equivalent degree, five to ten years' experience in progressively responsible administrative positions in a teaching hospital, academic medical center or a health care research organization. Strong interpersonal, writing, and analytical skills required. Microcomputer tool proficiency and exposure to research project ad-

AMCC staff are employed by the University of Rochester, which serves as Coordinating Center for the Consortium, and participate fully in all of the University's employee benefits. The University of Rochester is an Equal Opportunity, Affirmative Action Employer.

Academic Medical Center Consortium Attention: President and CEO 601 Elmwood Avenue, Box 644 Rochester, New York 14642

**GETTYSBURG** 

Gettysburg College is socking an individual for a newly created, mid-level position which would provide leader-ship for residence half government, residence half judicial programs, conflict mediation program, leadership

development, and the general occurricular activities experience which support the Division of College Lile's commitment to cocurricular aducation. Several of the

llems listed above are new initialives for the College. There will be an emphasis on meldential programming largeled to first year students. In addition, there is the opportunity to teach a credit-bearing wellness course to list year students. The successful candidate will possess the large teachers.

Gettysburg College is a highly selective liberal arts institution located ninety minutes north of Baltimore and Washington, D.C. Gettysburg College is an affirmative action served content to the content of the conten

action, equal opportunity employer. Women and minorities are encouraged to apply.

REQUIREMENTS: Masters' degree and live years' experience in a directly related field. Interested conditates

should send a letter of application, résume, and name and addresses of three current references to: Dennis M. Murphy, Associate Dean of the College, Box #339.
Gottysburg, PA 17325-1488. Applications will be reviewed

beginning April 1, 1992. Position will be advertised at ACPA and NASPA. Projected starting data is July 15, 1992.

a high level of energy and creativity, as well as excellent interpresental and/or organization skills. Oncompus housing may be available at a reduced rent.

Director of Residence Hall Programs

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Please direct nominations and applications to

The Consortium's goals are twofold:

#### **PERFORMING ARTS** CENTER DIRECTOR



One of Michigan's largest community colleges is seaking an experienced presenter and administrator to manage and direct a state-of-the-art performing arts center, including a 1200-seat main theater, black box, and art gallery.

black box, and art gallery.

Macomb has over 27,000 degree-credit atudents in 135 programs in liberal arts, business, public service, health and human services, and technical education. The College's three campuses are located in the northeastern area of Metropolitan Detroit, which is home to twelve Fortune 500 companies, five major league sport teams, and many cultural attractions, including the Detroit Symphony Orchestra, the Detroit Institute of Arts, and Wayne State University, Within seasy driving distance are the campuses of the University of Michigan and Michigan State University and the shoreine of Lake S. Clair and the Great Lakes.

The Director plays a major role in the initiation, implementation, control and evaulation of a broad range of cultural programs and activities, including but not limited to national touring events. College and community events, corporate and community rentals. This position also provides expertise and support for the College's instructional program and is responsible for the College show choir.

The Director is expected to have a minimum of five years' experience in arts including management of a similar facility. The administrative requirements will focus on demonstrated presenter experience, business management skills in finance and personnel, marketing and promotion, and fund development. Minimal educational requirement is a Bacholor's Decree Bacholor & Degree

Salary range: \$40,787-\$62,934,

It is the policy of Macomb Community College to recruit, here and promote for all positions without regard to race, religion, color, national origin, sax, age or handicap. All employment decisions are based on the qualifications of each individual. No person shall be denied equal treatment as a result of a College pratice or policy. Macomb Community College is committed to recrait, cultural and athnic diversity.

Eschapplicant should submit: 1) an application and a letter indicating how ha/she meats the four essential criterie: presenting experience administrative experience in business and personnel, marketing and promotion, fund development; 2) portfolio of programs or other evidence of ability and experience; 3) one page statement of personal philosophy for miselon and purpose of a community performing arts facility; 4) transcripts (photo copies acceptable for screening). Send to MCC, Employee Relations Office, 44575 Gerfield Road, Mt. Clemens, Michigan 48044-1498.

Cell for explication: (313) 286-2184 between 8:30 a.m. and 4:30 p.m. EST, Monday through Friday, Screening will begin April 1, 1992.

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UNIVERSITY of IOUISVILLE

ATHLETIC ASSOCIATION, INC.

ASSISTANT COACH -DEFENSIVE LINE

ASSISTANT FOOTBALL COACH: The University of



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#### UNIVERSITY OF NOTRE DAME

Office of University Computing

**ENTERPRISE-WIDE SERVICES ARCHITECT** 

A new position to assist the Office of University Computing in architecting a variety of communications, and information access and distribution services. An aggressive program has been underway to network the campus, provide appropriate distributed computer resources, and establish a corporate database. This position will provide leadership in developing integration strategies that support the teaching, research, and administrative needs of the university community.

Experience with large scale networking and database current and emerging technologies important. Present network environment built on TCP/IP. Familiarity with open systems directions expected. BA required, advanced degree preferred. Helpful if technology planning experience is in the context of a teaching/research university.

Applications accepted until position filled. Review of applications will commence March 1, 1992. Letter of Interest, résumé, and names/ad-

Donald Z. Spicer Asst. Provost for University Computing Office of University Computing University of Notre Dame Notre Dame, IN 46556

Donald.Z.Spicerii nd.edu

219-239-8022



#### CASTLETON STATE COLLEGE

Librarian, Reference/Collection Development

Twelve month/full-time, faculty rank position, effective start of 1992-1993 academic year. RANK & SALARY: \$22,000 approx., minimum at 1991-1992 rates, attractive benefits package, 6 weeks vacation. RESPONSIBILITIES: Coordinate collection development activities, some reference and bibliographic instruction duties (may include evening and weekend hours). QUALIFICATIONS: MLS from an ALA accredited program. Second master's degree and experience in academic library reference and collection development preferred. Familiarity with automated library systems, good communication skills, strong service commitment, ability to work with people in cooperative enterprises. Review of applications will begin on May 1, 1992, and will continue until position is filted send letter of application, copy of transcripts, résumé, and names, addresses and telephona numbers of three references to: Dr. Joseph T. Mark, Academic Daen, Casileton State College, Casileton, VT 05735.

Castleton State College is an Equal Opportunity. Affirmative Action

ASSISTANT POOTBALL COACH: The University of Louisville invites applications and nominations for the position of Assistant Coach Defensive Line. The Assistant Coach will be responsible for (1) supervision, management and coaching of student-athletes; (2) the recruiting and evaluation of prospective student-athletes and (3) other duties and responsibilities assigned by the Coordinator of the Defense or Head Coach of Football. the Defense or Head Coach of Football.

QUALIFICATIONS: Bachelor's degree required, experience at the NCAA Division I college level preferred. Full consideration provided to applications received by no later than March 11, 1992; however, applications will be accepted until the position is filled. Submit a latter of application, resume and three latters of references (with names, addresses and telephone numbers) to Howard Schnellenberger, Head Football Coach, Football Complex (K.F.E.C.), University of Louisville, Louisville, Kentucky 40292; (502) 588-8325/Fax #588-8767, The satary is commensurate with the experience and qualifications; the position is available immediately. The University of Louisville, Athletic Association, Inc., encourages women and minorillas to apply and is an Equal Opportunity/Affirmative Action Employer. 

Health/Physical Education/Recreation: The Health/Physical Education and Recreation of Health, Physical Education and Recreation within the Colless of Letters and Science beginning September (July 1992). Application of Health, Physical Education and Recreation within the Colless of Letters and Science beginning September (July 1992). Application of Health, Physical Education and Recreation within the Colless of Letters and Science beginning September (July 1992). Application of Health, Physical Education of Health Physical Education of Health Physical Health Physical Education of Healt

plan for the SAU System; planning and executing special projects and events; assisted the President with faculty and steff development; assuming other duties assigned by the President, Coulfications: Master's degree with five years' experience in higher education administration. Proven organizational skills including attention to detail and sensitivity to scheduling and dead-internal and external constituents of the University. Demonstrated fleadership with both internal and external constituents of the University. Demonstrated electric interpersonal and written communication skills. Experience working with telecommunications and fleathy and staff development, knowledge and abilities to perform duties described. Current or former faculty status, experience with a university system and experience with a university system conducts of the listory calculations. Applications is filed. Starting data no leter than July 1, 1992. Interested persons should send a letter of interest, results and on the names, addresses and leter than July 1, 1992. Interested persons should send a letter of interest, results and on the names, addresses and leter than July 1, 1992. Interested persons should send a letter of interest and the names, addresses and leter than July 1, 1992. Interested persons should send a letter of interest, results and of the names of the constant of the constant of the constant of

History: Assistant Professor—World History. The University of Delaware invites applications for a tenure tract, assistant professor position in world history, starling in September 1992, pending budget approval. Ph.D. required. The successful candidate will develop and tente course; in world history and have primary teaching and research interests in a field of Asian history, excluding Chins. The ability to teach the first or second half of Western Civilization is desirable. Although the final candidate will be a member of the History Department at the University's main campus in Newark and will offer one to two courses a year there, be or she will have primary leaching and administrative duries at the University's Georgetown campus in southern Delaware, about two hours by car from Newark. Please seed a letter of application, a curriculum vine, and three letters of recompendation to Professor David Pong, Chair of the Search Committee. Delaware, Newark, Delaware 19716. Applications and letters of recommendation should be precised to the processor and tenters of recommendation should be precised to the processor and tenters of recommendation should be precised to the processor and tenters of recommendation should be precised to the processor and tenters of recommendation should be precised.

Women and minonities are encouraged to apply. SCSU is an AA/EOP.

History/Multicultural Studies: Tenure track position beginning Fall Semester, 1992. Applicants must be able to unstruct a most track to study the second processes the second position beginning Fall Senere track
position beginning Fall Senereter, 1992.
Applicants must be able to instruct a multicultural studies course with a four on Nalive Americans and assay with the U.S.
History Survey. World History Survey,
and recent U.S. History courses. The abilty to teach an area of Non-Western History
is a definite asset. A terminal degree is preferred, but consideration will be given to
strong applicants with an M.A. degree.
Preference will be given to those with pubic school or higher coloration teaching expersence. Applications are made by furwarding a letter of application, résume,
transcripts of undergraduate and graduate
education and a minimum of three fitters of
reference or placement packet to Dr. Gurdon R. Hoff, Department of Social Science.
Valley City State University, Valley City,
North Dakous 58072. Applications received
after March 31, 1992 may not be considdered. AA/EEO.

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PENNSTATE College of Medicine • University Hospital
1 8 5 5 The Milton S. Hershey Medical Center

#### **DIRECTOR OF STUDENT AFFAIRS** THE PENNSYLVANIA STATE UNIVERSITY **COLLEGE OF MEDICINE**

The Pennsylvania State University College of Medicine is seeking a Director of Student Affairs. The Student Affairs Office is responsible for a number of student-related activities and services including admissions and recruitment. records and registration, financial aid, licensure and enrollment certification, student life and organizations, career udvising, Dean's letters and other correspondence, and several special programs. The Director reports to the Associate Dean for Medical Education.

There are approximately 400 full-time medical and 120 graduate students enrolled. The College of Medicine is part of The Milton S. Hershey Medical Center which includes the University Hospital. Hershey is a community of approximately 20,000 persons situated in the rolling hills and farmlands of Central Pennsylvania. It provides residents with employment, cultural, and recreational opportunities of a larger city without the associated crime, transportation, or pollution problems. It provides easy accessibility to Phile delphia, Baltimore, Washington, D.C., and many other historcal, cultural, and recreational attractions. Candidates should have a Master's degree in a relevant area (admissions, student affairs, financial aid, student services) plus two to three years of experience; a Bachelor's degree with an equivalent amount of experience may be considered adequate. Experience in a medical school setting is preferred

A resume or curriculum vitae should be forwarded to Robert C. Aber, M.D., Associate Dean for Medical Education. The Pennsylvania State University College of Medicine, P.O. Box 850, Hershey, PA 17033 by March 31, 1992.

OUR CARING KEEPS BUILDING

THE SCHOOL OF EDUCATION at the

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL is seeking a DIRECTOR OF TEACHER EDUCATION PROGRAMS

The Director will report to the Dean of the School of I do ation and lave overall responsibility for threeling and evaluating all undergraduate and graduate teacher education programs. The Threetic will chair the School's Professional I do ation Committee, teach and conduct research in teaching and learning, and be a member of the I bear's Conduct research in teaching and learning, and lie at member of the I bear's Conducting Team. This is a learning-track for only appointment at the associate or full professor level conlingent upon applicant's experience and has known. Salary is compelling. Appointment preferred by July, 1992.

The School of Chair and School of Conducting the Applications of the Conduction of the Conducti

Appointment preferred by July, 1992.

The School of Education is in the beginning stages of significant restricturing in teacher education which will include strong linkages with local schools, departments in the College of Arts and Sciences, and with other degree programs in the School of Education. The School of Education The School of Education diesis producte programs at the master's and factorial levels in counselor education, educational levels in counselor education, educational levels in colored psychology, school psychology, social foundations, curriculum and instruction, and special education. The School is searching for a hold and creative educational leader with both intellectual and physical energy and a strong desire to redesign teacher education programs with the full support of faculty and administration.

Nominations and applications for the position should be mailed to the Search Committee Chair by April 3, 1992.

Dr. David L. Clark, Professor of Education

Horikuthure: Department Head, Ornamen-tal Horikuthure Department. Tenure-track, 12-month position. Administer horiculture facilities, sucervise 12 leaching faculty plus technical and clerical staff, part-lime (45%), technical and clerical staff, part-lime (45%). The facilities, supervised of this position is reque-track. Balary commensurate with qualifica-tions: earned document degree in Horicul-tions: earned document degree in Horicul-

Search Committee for the Director of Teacher Education Programs CB #3500, 101 Peabody Hall The University of Nords Carolina at Chapel Hill Chapel Hill, NC 27549-3500

The University of North Carolina at Chapet Holl is an Equal Opportunity. Afformative Action Employee

taley financial management, legal covings the man district on the hospitality business are particularly encouraged to apply filing this position is contingent upon by March 18, 1992. Applications should be received to the position of the of March 18, 1992. Applicants should submit a letter of interest, current vitue and at
least one published work or work in propress, and three references twho will only
be contacted with applicant's permission!
The University of New Hampshite is an
Read Opportunity. Affirmative Action
Englover. Please forward applications to
lossip P. Durocker. Ph.D.: Department of
Hotal Administration. Box 11. McCarnell
Hall, Julversity of New Hampshire. Durlant, New Hampshire 03824

Hunas Passe.

himsan Resources: Indian River Communication of the Court of the Court

#### ASSISTANT DIRECTOR

**Administrative Information Systems** and Services

#### University of Illinois

Administrative information Systems and Services has an open-ing for an Assistant Director in the Information Center in Chica-go, available immediately. This is an outstanding opportunity for an experienced manager to join a progressive, state of the art computer organization to manage the Client Support Services function.

Responsibilities include:

Automate and integrate office computer systems from desktop intelligent workstations to mainframes
 Be a linison with vendors
 Develop and manage human and financial resources

B.S. required and 4 years' infolming experience with high level project management experience, domonstrated skill in managing people and interfacing with executive management. Preference will be given to M.S. and 10 years' managerial experience. Requires working knowledge and experience in:

LANS: Token Ring or Ethernet. LAN Administration: 3 COM, LAN Manager, or Netware, MicroSoft Windows, Extral, Excel, and WordPerfect. SQL Servors: MicroSoft, Oracle, or Gupta. Hardware: Apple Macintosh and 1BM PS'2 (or other 288)

Please submit letter of application, résumé, and three letters of reference no later than March 27, 1992 to:

L. Maxine Hayden, Assistant Director Administrative Information Systems and Services 911 S. Sixth Street Champaign, IL 61820

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

#### MONMOUTH COLLEGE Director of the Center for

Professional Development

Monnouth College is a private, moderate-sized, comprehensive institution, offering over 45 undergraduate and graduate degree programs with more than 4,000 students. It is located in the control New Jersey shore area, approximately one wite from the Atlantic Ocean, one hour from New York City, and two hours from matropolitan Philadelphia.

Monnanth College is seeking a Director for the Center for Professional Development. The position is available beginning July 1, 1992. The Center for Professional Devolopment incorporates the former Continuing Education Division and the executive training arm of the School of Business Administration. The Center for Professional Development provides high quality aducation programs that are designed to improve the effectiveness of executives, professionals, and skilled staff people. The position reports directly to the Deen of the School of Business Administration.

The Director will be responsible for enhancing the program offerings and client base of the Conter. The purson we seek will be proficient in identifying opportunities, producing and promoting successful programs of the Center throughout the New Jersey market and beyond.

Qualifications: Master's degree required; 5 or more year's experience in the area of continuing education, particularly in the area of continuing education, particularly in the area of executive and professional development with preven success in working cooperatively with the corporate sector; capabilities in planning and budgeting, menaging a staff, and working with scaderaic and administrative units. Must be able to identify opportunities, create and personally promote successful programs. Strong marketing skills essential.

Send letter of application, names, addresses and telephone numbers of three professional references, and résumé to: Dr. William Dampsey, Doan, School of Business Administration, Monnouth College, West Long Branch, New Jersey 07764.

Deadline for consideration is March 15, 1992. Monmouth College is an AA/EO Institution.

is an AARCO Institution.

In college, Box #399.
Applications will be reviewed silten will be convertised at starting date is July 15, 1992.

An Equal 4/prortunity Employer. Memorities and women institution.

An Equal 4/prortunity Employer. Memorities and women institution. The college of the convertised at the college of the college o

Carolina Is Here.

The Future Of North

Preparing for the future is what we're all about Tomorrow's leaders are today's University of North Carolina students. We're very proud of our history of strengthening our state and nation by denerating the sharp, productive minds that are so vital to the luture If you'd like to play a vital role, join us at UNC.

#### **Associate Director for Material** Management and Distribution

As assistant to the Director of Materials Support, supervises and directs one of the largest university inventory management operations in the country. Manages seven watchouses and storerooms with sales of \$20 million annually and receiving operation which distributes \$60 million annually. Bachelor's degree preferably with specialization in marketing or business management and four years' experience in large-scale purchas ing, warehousing, central office services, materials management, inventory management, including one year in a supervisory capacity required. Purchasing experience preferred Demonstrated ability to lead and manage a large professional support staff involved in materials management and related linancial accounting control in support of a complex and dynamic environment, maintain positive working relationships with vendors, associates, University and State officials essential Salary range \$31,911-49,533

Salary commensurate with your experience and education. Comprehensive benefits. For an application, please telephone (919) 990-3200 (Toll Free Research Triangle Area) or (919) 962-2991 or write: Employment Department, Campus Box 1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Alfirmative Action Employer.



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries.

#### WOMEN'S BASKETBALL / VOLLEYBALL COACH

Duries include coaching women's basketball/volleyball in a very competitive intercol-legiate athletic program. Other duties in Student Personnel Services may be assigned, Minimum B.A. degree and two years' prior experience coaching women's basketball and volleyball. Preference will be given to applicants with an M.A. degree and commu-nity juster collego related coaching experiences. Prior college recruiting experience is required.

Salary and benefits are competitive with it starting subtry range of approximately \$24,000 to \$24,000 plus height/depiat/life and retirement benefits. Submit no later than March 31, 1992 a letter of application along with a brief current returne including three references to:

Mr. Brad Franz, Alhletic Coordinator Otero Junior College La Junia, CO 81050

Otero Justor College is an Equal Opportunity Employer M/F.

to the INI Master's program, working with CMU faculty to advise, direct, and evaluate a comprehensive final case project. Strong interpersonal skills and extensive business experience are required. Salary commensurate with experience. Seed reput and and names and addresses of three refugerations and addresses of three refugerations. The salary commensurate with experience. Seed refugerations and addresses of three refugerations and addresses of three refugerations and salary commensurations with the salary commensuration. commensurate with experience. Seed regumed and names and addresses of three references by March 27, 1992 to Casey Jones, Information Networking Institute, Carnegie Mellon University of the title of statistical computing packages, excellent oral and written gle Mellon University. Pirosurah, Pennsylvania 15213. Carnegie Mellon University does not discriminate in admissions and employment on the basis of race, color, national orisis, sex or handican in violation of Title VI of the Crib Rights and the provide of the Provost Fella Certegna, act of 1952, and Section 504 of the Rehabilistion of 1521, and 15213. Carnegie Mellon University does not of 1972, and Section 504 of the Rehabilistion of Title VI of the Crib Rights of 1972, and Section 504 of the Rehabilistion of Title VI of the Crib Rights of 1972, and Section 504 of the Rehabilistion of Title VI of the Crib Rights than Act of 1973 or other federal, state of the Provost Fella Certegna, Carnegie Mellon University does not of 1972, and Section 504 of the Rehabilistion of this policy should be directed to the Provost. Carnegee Mellon University, 5000 Forbes, Avenue, Pittsburgh, Pennsylvania 15212, (412) 268-2684, or the Vice President for Barollment, (412) 268-2686.

Institutional Recearch: The Director of Intilational Recearch: The Research: The Director of Intilational Recearch: The Research: The Re

Institutional Research: The Director of Institutional Research at The College of Staten Island/City University of New York, collects and analyzes relevant data and produces research reports to support Institutional planning and program evaluation, and also deplans and produces various oth-

Instructional Media: Media Specialist. Full-time, 12-month, professional staff position beginning September 1, 1992. Plan, write, and design instructional materials for educating deal learners. Coordinate and monitor progress of resistent. Serve as a resource to faculty and staff members on various aspects of instructional development. Master's in instructional development development or related field. Experience in instructional design or teaching desired. Strong editorial and writing skills required. Use reference #6010317 when sending letter of epulication, resume, and three letters of reference by March 30, 1992 to Rochester Institute of Technology/NTID; Gentlemonth and the control of the control o



#### REGISTRAR

The University of North Carolina at Wilmington Invites applications for the position of Registrar. UNCW, one of the 16 constituent universities of the University of North Carolina System, offers undergraduate and graduate degree programa to approximately 8,000 students. The University, located in southeastem North Carolina, is comprised of the College of Arts and Sciences, the School of Business, the School of Education, the School of Nursing and the Graduate School. With a strong commitment to teaching, research and service, the university employs over 400 faculty members.

The Registrar is charged with the responsibilities of maintaining a records management system; implementing academic records; the further development and implementation of the computerized information system; and communicating and working effectively with students, faculty and staff. The Registrar reports to the Associate Vice Chancellor for Academic Affairs/Enrotiment Manager.

Qualifications include a Master's Degree, significant experience as Registrar, Assistant Registrar or equivalent in higher education; strong organizational skills; demonstrated excellence in interpersonal and communication skills; and ability to manage an integrated student data base sy:

Salary is commensurate with education and experience. The position is available july 1, 1992, and will remain open until an appointment is made. Applications received by March 23, 1992, are best assured of receiving full

Applicants should send a letter of application, resume, and the names of three references to David K. Miller, Enrollment Manager, University of North Carolina at Wilmington, Wilmington, NC 28403-3297.

The University of North Carolina at Wilmington is an equal opportunity employer with an affirmative action program.



The University of North Corolina

#### Director of Housing and Residence Life

UNCW invites applications for the position of Director of Housing and Residence Life. The University enrolls approximately 8,000 students and provides housing for 2,000 students. The Director reports to the Associate Vico Chancellor for Student Affairs and is responsible for all aspects of management and administration of the newly combined housing and residence life programs. UNCW is a repully growing institution located five miles from the Atlantic Ocean in southeastern North Carolina.

Requirements: The successful condidate must have the following: Mester's degree in student affairs administration or related area: five years' full-time experience in student housing; and demonstrated compotence in professional staff supervision, budget and facilities management, and student programming. Salary range: \$34,000-\$36,500. The starting data for this position is July 1, 1992.

Applicants must submit a latter of application; complete risumé, including employment history; and names, addresses, and phone numbers of three references to: Dr. Richard Mullendere, Associate Vice Chanceller for Student Affairs, University of North Carolina at Wilmington, Wilmington, North Carolina 2843-3297. Complete application materials must be received by March 27 to ensure consideration, but the search will remain open until the position is filled.

The University of North Carolina at Wilmington is an Equal Opportunity, Affirmative Action Employer.



#### THE UNIVERSITY OF IOWA DIRECTOR

Campus Programs & Student Activities

To plan, condinate and direct the administrative, advising, and fiscal activi-ties of the Office of Campus Programs and Student Activities and to assist students in the development of cultural, educational and social student activ-ities and campus programs.

The following qualifications are necessary: Master's Degree in an appropriate discipline or an equivalent combination of education and experience; reasonable (1-3 years) knowledge of student development concepts in student services, experience with culturally diverse students, and experience in student service administration; considerable (3-5 years) student activity and

Screening will begin immediately with the intent to fill the position July 1, 1992. Send nominations, letter of application, resume, and names of three referees to: Belinda Marner, Chair, OCPSA Search Committee, 114 Jessip

The University of lows is an Equal Employment Opportunity Employer.
Women and minorities are encouraged to apply.

international Business: Chatham College, an independent liberal arts college for women, is accepting applications for a full-time Assistant Protessor in its Economics and Management Department effective September 1992. The Ph.D. is preferred, but ABDs will be considered. The successful candidate will be aspected to teach courses in international business, marketing, and management and develop relationships with the interprational business computity of Pittsburgh on behalf of the College. Preferance will be given to candidates with international business experience, in addition, the individual will be expected to advise students, supervise student research projects and have an ability and willingness to participate in the college? general detection requirements. Please send a letter of

spolication, curriculum vitae and three let-ters of reference by March 15, 1992 to Dr. Maria Concolly, Economics and Manas-ment Department, Chatham Codego, Pitis-burgh, Pennsylvania 15232, Equal Oppor-tunity Employer.

International Education / Administration Tosobing / Administrative Opportunities Oversonal Toy free descriptive brookure sand self-admested, stamped covelope; Friends of World Teaching, Box 1949, San Diego, Catifornia 92112-1949.

Japaneses The Department of Poreign Lan-puages and Literatures at Rhoder College invites applications for an entry-level As-sistant Professorable (tenne-level) in Ap-anceo language and literature/culture, to

#### Vest Virginia University

West Virginia University is seeking three Program Coordinators for grant-funded mational programs providing technical assistance and training to small communities in the areas of wastewater treatment, drinking water supply, and solid waste disposal.

These programs are: The National Small Flows Clearinghous A long-established national program derivering information and technical ssisiance to small communities in the area. of alternative wastewater treatment. Host agency is EPA; Staff of 32

The National Drinking Water Clearinghouse A new national program delivering information and technical assistance to small communities in the area of crinking water supply. Host agency is Farmers Home Administration; Staff of 11

The National Environmental Training Center for Small Communities À new national program lo assist trainers now serving small communities in the areas of wastewater treatment, drinking water supply, and solid waste disposal. Host agency is EPA; Staff of 12

Cualifications include: Mesters Degree in Business Administration, Public Administration or related discipline or equivalent experience Demonstrated leadership experience as a manager, including all aspects of grent and program management and stall supervision.

• Knowledge of small community issues and information dissemination highly

The National Environmental Training Canter prefers an individual with training experience in the public or private sector.

Deedfine: Until positions are illed.

Please submit resume and salary history to: John L. Moril, Ph.D., Manager Environmental Services & Training Olvision P.O. Box 6064 Morgantown, WV, 26505

Minorities are encouraged to apply. West Virginia University is an affirmative action/EOE employer.

# Director, Government

and Community Relations

The Director of Government and Community Relations reports to the Vice President for Institutional Advancement, has a direct relationship with the University President, and bears the primary responsibility for the development, maintenance, and enhancement of relations between Kent State University and federal, state, and local governments. Coordinates with national educational association issues of concern to higher education and to Kent State University. The Director will monitor progress, provide periodic reports and draft appropriate university responses to pending legislation. Candidates should possess appropriate degrees and have extensive prior or current experience with the legislative process, be able to inform government agencies regarding issues of concern to Kent State University, and possess strong communication and interpersonal skills with substantial experience in writing reports and presenting proposals. Knowledge of Ohio higher education and its political process highly desirable.

Kent State University is the third largest State University system in Ohio, located in Kent, Ohio, thirty-five miles southeast of Cleveland. Enrollment University-wide is approximately 33,000 students with programs ranging from associate degrees in seven regional campuses to baccalaureak masters, and doctoral degrees on the Kent Campus. The University participates in a consortium with area universities to form the Northeastern Ohio Universities Cullege of Medicine. Blossom Music Center, Summer Home of the Cleveland Orchestra and the University's summer programs in art, music and theater, is only fifteen miles from the Kent Campus. Kent State University is the home of the Glenn H. Brown Liquid Crystal Institute, the only facility in the nation devoted to the study of liquid crystals, and the world renown Shannon Rodgers and Jerry Silverman School of Fashion Design and Merchandising and Museum.

Salary will be commensurate with experience with an excellent fringe benefits package. Submit letter of application with current resume and three letters of reference by March 20, 1992 to:

> Dr. J. Robert Quatroche Vice President for Institutional Advancement P.O. Box 5190 Kent State University Kent, OH 44242

An Equal Opportunity, Affirmative Action Employer

#### SHASTA COLLEGE

Shasta College is accepting applications for the following positions: COLLEGE COUNSELOR tions: COLLEGE COUNSELOR.
Application deadline: 4:00 p.m.
March 20, 1992. PSYCHOLOGY
INSTRUCTOR, & INSTRUCTOR,
MEDICAL ASSISTING PROGRAM.—Application deadline:
4:00 p.m. March 13, 1992. Apply
at Shasta College Personnel,
11555 Old Oregon Trail, P. O.
Box 496006, Redding, CA
96049-6006; (916) 223-4656.
AA/ROE.

**WESTERN NEW MEXICO** 

UNIVERSITY Western New Mexico University invites nominations and applications for the position of Head Basketball Coach.

QUALIFICATIONS: Bachelor's degree required and a Master's degree pre-terred. Experience in coaching, recruiting and no prior involvement with NCAA or NAIA violations.

Other related duties may include teaching and/or assist in coaching in another

TO APPLY: Please send a latter of intent, resume, three letters of recommendation and transcripts to the Director of Human Resources, Western New Medco University, P. O. Box 680, Silver City, NM 88062. These materials should be received by March 26, 1992. Position open until filled.

WNMU - AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

commence mid-August, 1992. The new fac-uity member will teach 3 courses per sa-nester (1 section each of ist-year per 2 and year lapanese, along with courses is ad-year lapanese language and in the facu-ly member's area of specialization, will the force train by the course of t

Associate Pastor, Westminster Presbyterian Church Associate to the Dean of Students for Campus Ministries

THE COLLEGE OF

The Associate Pastor is a member of the staff of Westminster Presbyterian Church (20%) and functions as a member of the staff of The College of Wooster (80%). As Associate Pastor responsible for, activities assigned by Campus Life Committee; Youth Ministry; assist worship; limited personal counseling. As Associate to the Dean of Students responsible for campus activities to increase religious/eithical awareness; participate in residental/educounseling. As Associate to the Dean of Students responsible for camposetivities to increase religious/ethical awarsness; participate in residential/educational programs; participate in coordinating committee for religious groups represent College as requested.

Requirements include: Master of Divinity; affiliation Presbyterian Church; minimum five years' experience in ministry or related field; work with college students preferred; excellent interpersonal/communication skills; cooperative spirit; sound judgment; high energy level.

Twelve month position; competitive salary, August 1, 1992. Letter of application, current résumé or dossier and three letters of recommendation to Associate Pastor Search Committee, Westminster Presbytetan Church, 353 East Pine Street, Wooster, Ohio 44691. AA/EOE.

#### CAREER PLACEMENT COUNSELOR

The Caltaraugus County Campus of Inmestown Community College is seeking a dynamic, self-motivated individual to administer a full range placement and career counseling service to a diverse student population. This tenum itno faculty position bogins August 1992. Primary duties include placement services, careor counseling services, and scademic advisement. A Master's degree in counseling, student personnel services, or a closely related field is required. This entry-level position has a salary in the mid to high \$20's, which recognizes a Master's level and up to 6 years' experience in career placement and careor counseling. and up to a years' experience in carcer placement and carcor counseling services. Candidates must submit a lotter of interest, resume, and three letters of recommendation to: Mr. Bradley W. Rolfe. Birector of Student Services, Caltaraugus County Campus, Jamestown Community College, 244-250 North Union Street, Olean, New York 14780. The deadline for application is April 3, 1992. JCC is firmly and fully committed to the principles of affirmative action and equal apportunity and will extend itself to see that these policies are fulfilled.

wanced Japanese language and in the faculy member's area of specialization, will appropriate of specialization, will be compared to the program, and will supervise a well-epide as marked and will supervise a well-epide deschange program with Kansai Galdai, bioShe also will participate in Rhodes College's Asian Studies Program. While candidates holding the Ph.D. in Japanese College's Asian Studies Program, while candidates holding the Ph.D. in Japanese will be preferred, others are encouraged to apoly. Candidates should have native or per-particular and strong commitment of program, and will be commentated with capacities and/or literature. Salary is competitive, and will be commentated with capacities. Program, in a commitment to its Japanese located on an attractive urban campus in Memphis. Tennessee. The college located on an attractive urban campus in Memphis. Tennessee. The college has an augulan commitment to its Japanese program, including its exchange program with Kansai Galdai, (At present the Department of Fortier Languages, and Literatures offers a more of location and intendisciplinary major, the college seeks assistant professional in Spanese, but boops to develop this late an intendisciplinary major, the college seeks assistant professionary in the Department of Fortier and program in Asian Studies, Recorded as intendisciplinary control in Departments of Professionary and the Department of the University system of Georgia and an entered succession and intendisciplinary major, the college seeks assistant professionary and the program in Asian Studies, with facility for the professional program in Asian Studies, Recorded as a letter intendiced in the order of the professional program in Asian Studies, Recorded as a letter intendiced in the order of the program in the professional program in the professional professional program in the skill courses. Master's degree required. Women and minorities are especially encouraged to apoly. Application deadline March 27, 1992. Send setter, resume, and three letters of recommendation to Journalism Search Committee, Box (D), Department of Journalism, Ohlo Westeyan University, Delaware, Ohlo 43015. Aftirmalive Action, Equal Opportunity Employer. lumy institution.

Journalism: Ohlo Westeyan University.

Liberal arts college seeks assistant professor of journalism to teach print and broadcast courses in three member Journalism
department. One year appointment may be
converted to tenure trackintment may be
grant professor of the professor of the profire years, professor of the professor of the
arts of the professor of the professor of the
mass media and section sembar, as well as

Journalism: Eastern New Moxico University's Department of Communicative Arts and Sciences seeks applicants for a temperature position in Journalism. Repix Assistant, Professor (Ph. J. ABC Countered). Dulles; teach a variety of courses in journalism.

nalism, advise, participate in scholarly activities. Experience: professional journalistic, university teaching experience and working knowledge of deskton publishing is required. Applicants send a letter of upplication, vita, pannes, addresses and phone numbers of three references to Tim Ashmore, Search Committee, Sandon #3, RNMU, Portales, New Mexico 8310. Closing Date: May 15, 1922. AAGOS. ENMU has an open records policy; therefore it is the policy of the university to reveal to the public the identities of the applications for whom outside inquiries have been made or for whom outside inquiries have been made or for whom on-campus interviews are scheduled.

Cornell University is an Ivy League institution located in the beautiful Finger Lakes Region of New York. With a diverse student body that ranks in the top 2% of high school graduating classes, strong emphasis is placed on academic achievement, faculty/student interaction, and a developmental living experience. The Department of Residence Life is a proud partner in this endeavor. We are looking for creative, energetic and dedicated

RESIDENCE HALL DIRECTOR

Twelve-month live-in position. Overall administrative and programmatic responsibility for a residential complex of 300 to 540 students and supervision of 8 to 14 Resident Advisors and one siderans and armining Assistant. Strong emphasis on student part-time Programming Assistant. Strong emphasis on student alteraction, working with faculty, and management.

interaction, working with faculty, and management.

Qualifications: Master's degree in College Student Personnel Administration, Counseling, Higher Education Administration or related field strongly preferred. Previous residence life and supervisory experience is preferred. Desire to work in a collegiate atmosphere, to be actively engaged with students, faculty and other departments. Strong organizational skills and a sense of humor are essential.

meration: Salary \$18,200 to \$19,500 depending on education experience, furnished apartment and full university benefits.

#### RESIDENT DIRECTOR

A ten-month live-in internship specifically designed to provide on-the-job training to a member of an under-represented group. The intern assumes all administrative, programming and supervisory responsibilities within assigned residence halls. Ongoing training to develop skills as a student affairs professional will be provided. A permanent appointment may be possible at the successful completion of the internship and the availability of an

Qualifications: Bachelor's degree and experience as a Resident Advisor or student leader is necessary. A degree in Human Services, Educational Administration, or closely related tield is desirable, interest in pursuing a career in student personnel or higher education administration is preferred.

Remuneration: 10-month live-in position. Salary \$15,200, fur-nished apartment and full university benefits.

#### TRAINING AND DEVELOPMENT **COORDINATOR - TENTATIVE**

In conjunction with the Associate Director for Residential Educa-tion and other staff members, the Training and Development Coordinator is responsible for creating and coordinating the over-all training for the Residential Education staff. Specific duties include coordination of pre-service and in-service training and the organization of developmental experiences for professional and paraprofessional staff as well as students in such areas as and paraprotessional state as well as superiors in such areas as leadership, mediation, decision making, group dynamics, com-munity and environmental responsibility, human relations and service. Planning and coordinating the recruitment/selection processes for undergraduate and graduate student staff members are another vital part of the position.

Qualifications: Master's degree in Student Personnel, Higher Ed-ucation Administration, Fluman Services or related fields re-quired. Supervisory, training development/delivery and program management experience necessary.

Remuneration: I ive out, full-time, twolve-month appointment. Competitive salaries based upon estimation and experience, TAA-CREF, health plan and professional development opportu-

TO APPLY for any of the above positions, submit a letter of interest, two resumes and the names and telephone numbers of three references including current supervisor to: Cynthia Smithbower, Staffing Services, Dept RS-C, 160 Day Halt, Cornell University, NY 1483-2801. Please apply prior to April 15 for receive full consideration. AA/EOE We will be interviewing selected candidates at ACPA, NASPA and Oshkosh.

CORNELL S I T Y
Afficiative Action/Lqual Copportunity Employer

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#### UNIVERSITY OF THE PACIFIC

EDUCATIONAL ADMINISTRATION/RESEARCH: The University of the EDUCATIONAL ADMINISTRATION/RESEARCH: The University of the Pacific is seeking a tenure-track assistant/associate professor in Educational Administration. An earned distorate in educational administration and expertise in educational research with evidence of publishing are required. Teaching responsibilities include courses in statistics, educational research, and educational administration. The position involves working with graduate students at the master's and doctoral levels across departments within the School of Education on action research projects, and dissertations. Salary, within professional rank, will be determined by experience and qualifications. The position is available August 1992, interested applicants should send letter of application, vita, and placement file by March 31, 1992 to. Dr. Fay B. Haisley, Dean, School of Education, University of the Pacific, Stockton, CA 95211. Equal Opportunity, Affirmative Action Employer.

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lonnalism: Austrant Professor of Journalism. Resident Mimber 34005. Subject to transhilly of limits, University of Hawaii on the Journalism of limits, University of Hawaiii on his public relations acquired; professorally orthogonally negligible translated professorally orthogonally negligible translated and broad an accounters and a broad can account the committee work and specification. His professoral profess

Carrigus intervie wa are scheduled.

Ultrary: Wilkes University, Reference/Information Services Librarian. Database searchine, reference desk, bibliographic instruction. Requires articulate, organized, self-goolivated person to nork well with campus community. Qualifications: MLS/AIA; Loowledge of databases, miliae services, and related technology. Entry level; usual benehis. Applications reviewed beinging March 15, 1992. Letter, résumé, and those references to: Library Sourch Committed, wilkes University, clo Human Resources Management Office, Wilhos-Barre, Pennsylvaria 18766. AAFOE.

#### STUDENT RESIDENTIAL PROGRAMS (anticipated openings)

RESIDENCE HALL DIRECTOR: Overall responsibility for the management and program functions in a \$50-600 student hall. Specific responsibilities include recruitment, selection, training, evaluation, and supervision of undergraduate, graduate, and clerical staff; supervision of administrative functions within line hall; oversee facilities improvement and maintenance; advise hall government and the faculty mentor program; counseling; programming; monitoring student conduct; also serves as an informal mentor for graduate staff. Knowledge of Welness and Community Development are destrable, as is a commitment to issues of human diversity. QUALIFI-CATIONS: Master's degree in College Student Fersonnel or related field and previous hall experience. REMUNERATION: \$17,005-\$17,860 salary km 9.5 months.

for 9.5 months.

COMPLEX DIRECTOR: Overall responsibility for the unanagement and program functions on a hall housing 800-1,200 students; specific responsibilities include those listed under the position of Residence Hall Director.

QUALIFICATIONS: Master's degree in College Student Personnel or related field. Two years of full-time residence hall experience preferred. RE-MUNERATION: \$19,570-\$20,520 salary for 9.5 months.

Candidates interested in either position should forward a letter of applica-tion, résume, and letters of recommendation to:

Dr. Andrea J. Trinklein Director of Residence Life Seal Hali Western Illinois University Macomb, Illinois 61455

Screening will begin on April 1, 1992, and will continue until all vacancies are filled. WIU will be interviewing at ACPANASPA and at Oshkosh Placement Exchange. Contract for both positions begins July 28, 1992. Both positions are for 9.5 months and include a benefits package valued over \$5,000 which includes furnished apartment, food service when the dining halls are open, and a tuition waiver.

"Western Illinois State University is an AA/EO employer and has a strong institutional commitment to diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of climic minorities, and persons with disabilities."

UNIVERSITY AT ALBANY
STATE UNIVERSITY OF NEW YORK

# RESIDENTIAL LIFE POSITIONS

RESIDENCE HALL DIRECTOR: Our positions encompass working as a team member while assuming leadership in one of the following specialty areas: Staff Development, Administration, Programming. You will supervise and counsel staff and students; co-teach an accredited course; develop programs that are responsive to a diverse student population. \$22,500/12-month. \$18,600/10-month plus apartment, excellent benefits, tuition waive-

Qualifications: Master's degree in Student Personnel or related field. COORDINATOR OF QUADRANGLE AND EDUCATIONAL DEVELOP-MENT: The Coordinator is responsible for the general oversight of a residence quadrangle housing 1,200 students. The Coordinator is the chief advirate for student development and academic support services in the quadrangle community. The Coordinator carries our several critical functions: Supervision, Management, Academic Support, and Development of Students. \$25,500 plus apartment, excellent benefits, tuition waivers.

Qualifications: Master's degree in Student Personnel or related field plus

APPLICATION: Submir letter of application and resume by April 10 to Dr. John A. Martone, Assistant Vice President for Residential Lafe and Housing, University at Albany, Albany, New York 12222.

Representatives will be interviewing at both the NASPA and ACPA Conferences. The positions will begin in August, 1992.

The University of Albany is an Equal Opportunity, Alformative Action Employer. Applications from women, minorities, Victoum-era veterans and handicapped persons are welcome.

erence setting: knowledge of computer-assisted reference services; experience in bibliographic instruction and microcomputer library applications; good interpersonal and written and oral communication skills. The BSC Library serves 1,800 students and 100 faculty, has a coldection of 163,000 volumes and 800 periodical subscriptions, and is a partial federal documents depository. This is a 9-month faculty position, beginning August 24, 1992. Salary competitive. Applications received by March 15, 1992 will be given first consideration but applications with three professional references to Mc Billy Pennington, Director of the Libsary. Birmingham-Southern College, 900 Arkadelphin Road, Birmingham, Alabama 55234. EOE.

tibrary: Government Documents/Public Services Librarian. ALA/MLS and knowledge of depository programs, sovernment

and social sciences reference in un outstanding college library. Required: ALA/ MLS, sound liberal arts education, exademic library reference experience, demonstrated service communication, excellent interpersonal and communication skills. Freferred: apprisince with library instruction, electroale information sources, interlibrary bons and sovernment documents; knowledge of one or more foreign languages. Oberfu College combines a leading undergraduate College of Arts and Sciences with a Muste School of national programence. The library contains over I million volumes and is fully automated. Salary commettive, commensurate with qualifications and experience, 524,500 minimum. Oenerous benefus. To ensure consideration, send letter of application, sund letter of application, fraumet, and manes, addresses, and telephone numbers of three references by March 27, 1982 to Chair, Reference Librarian Scarch Committee, Oberlin, Chica 44974, AA/EOE.

Services Librarian. ALAMIS and tones considered of densitiory programs, government of densitiory programs, government of densitiory programs, government of the property of the University. Library Search. Station 21. Portales, New Mexico 88100. ENMU is an AAEO Employer. It is the policy of the University foreveal to the public the identification of the applicants for whom one campus interviews are technically of the University foreveal to the public the identification interviews are technically of the University foreveal to the public the identification interviews are technically of the University foreveal to the public the identification interviews are technically of the University foreveal to the public the identification interviews are technically of the University foreveal to the public the identification interviews are technically. Reference for the public of the public of the University of the University Wilkes University, Reference/Information Services Librarian. Database sarchine, reference desk, believersphile in the Company of the public of the University of the University Wilkes University, Verlag and the public of the University of the

Library: Librarian. Northern Virginia Com-munity College, Alexandria Campus. Pull-time, 12-month incurty rank position. Su-pervises circulation, including star, sched-uling, policy development, and implemen-tation. Provides Reference services through print and electronic databases, in-

### UNIVERSITY OF MARYLAND

#### Residence Hall Director(s)

**BALTIMORE COUNTY** 

The Office of Residential Life at the University of Maryland Baltimore County (UMBC) invites applications for the position of Residence Hall Director.

The University of Maryland Baltimore County was established in 1960 as the newest of the University of Maryland system campuses, Located near Baltimore, UMBC's current enrollment is approximately 10,000 students. Over 2,200 residents are housed on campus in four residence halls and three apartment complexes.

halls and three apartment complexes.

The Residence Hall Director is responsible for the overall quality of life for residents living in one of the residence halls, each housing approximately 325 atudents. Responsibilities include overall management and administration of daily residence hall operations; facilitation of the personal, social and academic development of students; implementation of developmental programs; day-to-day student contact; supervision of student paraprolessionals; management of 24-hour dosk operation; individual counseling; group advising; resolution of judicial matters; assistance with summer conference program; on-call responsibilities; and performance of central office duties as needs or interests dictate.

The Hall Director is a full time live-in professional staff member. This is a contractual position with a year-to-year appointment. A Master's degree in Student Personnel Services. Student Development, Counseling or a related area is strongly preferred. Prior live-in residence hell experience required. Solid foundation in student development theory and demonstrated ability to relate to a multicultural student population are very desirable. Salary is competitive. Furnished aperiment, meals, paid annual and sick leave provided, and access to group life and health insurance.

Application materials must be received by April 1, 1992. Senti letter of intent, résumé and 3 letters of reference to:

Kim Lelsey, Cheir Assistant Director of Residential Life Room 105, Hillcrest Bullding University of Maryland Baltimore County Bultimore Maryland 2,300

Applications will be taken and interviews conducted at the American College Personnel Association and the National Association of Student Personnel Administrators conferences.

The University of Maryland is an Equal Opportunity, Affirmative Action Employer. Women, persons of color and persons with disabilities ere encouraged to apply.



#### **Housing Services** Residential Education Position for Fall, 1992

#### Residence Directors

The Residence Director is a live-in staff member responsible for the complehensive management of the residential program for the 450-600 students housed in 1-3 residence halls. Duties include coordination of a dynamic student development program with an emphasis on leadership and community development; promotion of diversity-sensitive approaches in all aspects of the position; supervision of graduate and undergraduate staff; instruction of an accredited training course for Residence Assistants; management of isotities systems; implementation of automatical procedures.

deni disciplinary procedures Qualifications: Master's degree in a related field and one year of post-baccalaureals rive-in staff experience preferred OR Bacholor's degree plus two years' post-baccalaureate tive-in experience required Demonstrated experience and initiative with broad range student development practice; supervision and staff training; edvising student groups; creation and implementation of management systems. Also, demonstrated commitment and ability to operationalize affirmative action and non-discrimination policies, regulations and principles

Salary: \$19,200 for 43-week contract with benefits including turtion waivers and futnished apartments. Some evening and weekend work required. (Con title is Staff Assistant).

Application Process: Letter of application, resume and 3 letters of reference. For priority consideration, materials should be received by March 13, 1992, materials will be accepted until all vecancies are fitted. We will interview at NASPs ACPA. Send materials to: Donna M. Boursase, Chair, Center for Diversity & Downs M. Boursase, Chair, Chai

cjuding on-line searching when appropri-sts. Conducts classroom instruction on H-brary use. Participates in selection of ti-brary materials and avaination of the col-lection. Master's degree with 18 graduate semester hours in Library Science from accredited ALA university required. Experience in an academic library, supervisory experience, refreser, experience, and excellent communication stills desirable. Refer to Position #FAZ21 and send desurable. Refer to Position #FAZ21 and send desurable postmarked by March 13, 1992, to NVCC Huntan Resources Office, 4001 Wakefield Chapel Road, Annazdale, Virginia 22003. Effective as soon as possible. EOE/AA.

Effective as soon as possible. EUE/AA.

Ifbrary: Head, Acquisitions Department, Brown University Library. Responsible for the Acquisitions Department, including purclassing, budgeting, fund monitoring, eith and ozehanger, binding, and related operations. Requirements: ALA-accredited MLS degree: 3 years' acquisitions or related experience in a research library, including dealing with the U.S. and foreign publishins trade; proven successful supervisory experience; excellent oral, written and interpersonal skills; thorough bibliographical skills; experience with automated systems; knowledge of library fiscal and business practices; and a reading knowledge of one foreign language. Appointment range: \$35,200-344,000, based upon experience, interested candidates should send tetter of application, regume, and names of three yelevapoes to

Marjorie Rubin, Human Resources Department, Box 1879/FGR059, Brown University, Providence, Rhode Island 02912. Review of applications will begin on March 15, 1992, and will conflue until the position is filled. Brown University is an Equal





#### Keene State College **DIRECTOR OF BUSINESS OPERATIONS**

Keene State College is pursuing "Vision 2000", its goal of becoming the public, undergraduate college of choice in New England by the year 2000. This goal will be achieved by offering academic excellence and an enhanced quality of life and sense of community on campus

Reene State College is a public liberal arts college of the University System of New Hampshire with an enrollment of 5000 students. The College has been recognized as a leader in American higher education for its commitment to a vision, broad-based strategic planning initiatives, and cohesive sense of community. Historic Mt. Monadnock overlooks a campus of 168 acres in the picturesque City of Keene (population 22,000). Located in the southwestern corner of New Hampshire, Keene provides traditional New England charm, close proximity to abundant four-season recreational attractions, and easy access (2 hrs.) to Boston, Hartford, and Albany.

POSITION: Keene State College codes an exercisis and season in the southwestern control of the control of the

access (2 hrs.) to Boston, Hartford, and Albany
POSITION: Keens State College seeks an energetic, goal-oriented individual
to full the Director of Business Operations position. Reporting to the Vice
President for Finance and Pianning, the Director holds a key leadership position providing the College with financial management expertise in accounting,
training, computing, and analytical skills areas. The Director should possess
shong communicating ability and take an active interest in the professional
development of Business Office stoff and other budget managers across the

campus

DUTIES: Directs activities assigned to the Business Office, including accounting, bursar, payroll, student account receivables, student loans and collections, accounts payable. Itself administration of grants, insurance, auditing, telephone and mail services. Recommends, documents and articulates policies and procedures for cash receipting/deposits; conducts cost analyses of education and general expenditures, independent operations, auxiliary enterprises and fea-supported operations; proposes means for bringing the College into compliance with audit findings, analyses charges for services performed; analyses effects of accounting systems changes; and provides leadership and training in uses of CUFS, the automated accounting system used by USNH compuses.

compuses

QUALIFICATIONS: Required: Bachelon's degree and live years of accounting expurience or Master's and three-years' accounting expurience: three
years of supervisory experience and familiarity with financial reporting standards. Destrable experience: automated accounting system implementation; staff development; budget preparation and management; demonstrated
analytical, interpretive and communicative skills; experience working with students, faculity, and executive management in a public residential college or
universities.

SALARY: \$38,900-\$60,130, starting salary normally not to exceed \$44,210. APPLICATION: Send letter of application specifically addressing qualifica-tions listed above, résumé and names, addresses and telephone numbers of three references to Gaynelle Pratt, Office of Hurnan Resource Management, Koone State College, Keene, NH 03431. CLOSING DATE: March 30, 1992.

Keens State College is an Affirmative Action, Equal Opportunity Employer

GRAND VIEW COLLEGE

Des Moines, Iowa DIRECTOR OF ADMISSIONS & FINANCIAL AID SERVICES

Grand View College is seeking qualified candidates for the position of Director of Admissions & Financia Ad Services. The Director will report directly to the President and serve on the President's Administrative Council. The Director will be respensible for the reconstruction of qualified freehman and transfer students and adult teamers from a recruiting tentory consisting of lows and six nearby states.

The Director will also supervise the financial aid program for both the recruitment and retention of all undergraduates. The successful candidate will supervise ten professional and elerical support personnel.

A Master's Degree is required plus three or more years of demanstrated effectiveness in undergraduate marketing and admissions. The Director must possess the skills necessary to work well with students, parents, the public, and college faculty and staff. The Director must also be capable of implementing and improving upon a new five-year admissions model that is presently in its second year.

Grand View is a college of the Evengelical Entheran Church in America. Women and

sted candidates should submit a lotter of application and current resums along with at least three letters of recorn

> MILLER/COOK & ASSOCIATES, INC. 3420 Electric Read, Suite A Rosnoko, Virginia 24018

Grand View Criticas is an Exped Copportunity, Affilms

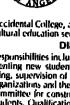
Application deadline: April 1, 1992.

Library: Humanities Reference Librarian.
Within the controllized Reference and information Services (RIS) Department, provides comprehensive assignance with on omphasis in the humanities—Hierature, language, and philosophy, Subject-fooused Raison activities include CD-ROM and database searching, library instruction, and collection devarianced in grant to be six.

High Table 174 Research School 174 Provided Table 174 Provid

Beiscon activities include CP-ROM and database acarching, library instruction, and collection development in areas to be assigned. As one of four RIS faculty assigned to the Humanities, the incumbent will contribute to developing and implementing services designed for users in these disciplines. The Humanities Reference Librarian will also thate reference desk service with approximately 20 faculty and staff. Sogna evening and weekend service is required. Required qualifications: AL-accredited Master's degree in fibrary science; an undergraduate degree in the Humanities plus several years academic library science; an undergraduate degree in the Humanities plus several years academic library science; and undergraduate degree in the Humanities plus several years academic library science and displaced exception and responsibilities outlined above; excellent written and oral communication skills; demonstrated on the section of the section of

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#### OCCIDENTAL COLLEGE Los Angeles, California

Occidental College, a small, private, liberal arts college committed to multi-cultural education seeks applications for:

**DIRECTOR OF STUDENT ACTIVITIES** Responsibilities include: advising student government, planning and implementing new student orientation programs, campus leadership programming, supervision of 2 assistant directors with responsibilities for clubs and organizations and the Volunteer Programs Center, membership on planning committee for construction of a new student center, reporting to Down of Students. Qualifications: MA and 4-b years' progressive experience including advising student organizations, extensive programming, staft supervisions, and hudger management.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES

Responsibilities include, leadership development, advising over 80 clubs and organizations, including 7 Greek organizations, advising campus programming board, coordinating event management policies and procedures, organizing alcohol education. Assists Director with orientation and other special events. Qualifications: M.A. and 1-3 years' experience advising student organizations. Knowledge of Greek life and event management concents assential.

To apply for the above positions, submit resume and letter of application staling an understanding of the liberal arts, the needs of minurity students in a majority setting, and the applicant's qualifications in meeting those needs, include philosophy of co-corricular involvement. Two reference letters must be received by the deadline date along with complete contact information for at least 3 other reference by: at least 3 other references to:

Cathy Kramer Associate Dear/Search Chair Occidental College 1000 Campus Road

Deadline to apply: April 3, 1992, Representatives available at ACPA and NASPA, Precumbrance applications on governor ce applications encouraged.

OCCIDENTAL COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND MINORITIES ENCOURAGED TO APPLY

#### Montana Tech **HEAD OF MATERIALS PROCESSING**

Montana Tech is a publicly supported college with emphasis in science and minerals engineering. The college offers the largest mining engineering program in the United States and the third largest petroleum engineering program in the country, in addition to programs in business and the social and physical sciences. The library holds 200,000 volumes and 77,000 maps and has a staff of 8, is a member of WLN and serves a student body of 1,881.

and serves a student body of 1,881.

Montana Tech invites applications for the position of Head of Materials Processing. The Head of Materials Processing supervises and participates in the acquisition and processing of books, serials, and documents. This non-tenure position holds faculty rank. Qualifications: ALA-accredited MLS degree or willingness to obtain the same in the near term; considerable professional experience in an academic library; knowledge of acquisitions and cataloging methods and procedures; expertise with the use of microcomputers in ilbraries; experience with a major bibliographic utility such as WLN or OCLC; excellent management, supervisory and communication skills, Preferred candidates will have a working knowledge of an online integrated system and a second master's degree in science or engineering.

Salary in mid twenties, depending on education and assessions.

Salary in mid twenties, depending on education and experience, To apply for this position, send résumé, letter of application and names of three references to: Director's Office, The Library, Montana Tech, Butte, MT 59701. Applicant screening will begin on April 6, 1922 and continue until the position is filled. Montana Tech is an Equal Opportunity, Affirmative Action Employer.

Salary: \$24.794-\$30,800, dependent on qualifications and experience. Send application felter, current resume, and names, addresses and tolephone numbers of three current references to: Alice Pulfafice, Library and Indianation Office Case Western Roserve University, 210 Freibarger Library, 10900 Eucid Avenue, Cleveland, Ohito 44105-7131. Application review will begin April 15, 1992 and continue unil position is filled, CWRLU is an equal opportunity, affirmative action employer; minorities are encoursed to apply.

Library: Health Sciences Librarian. Provide reference assistance in centralized reference assistance in centralized reference unit including elabit/weekend rotation, it bibliographic instruction; in subject specialities (Pharmacy, Nursing, Allied Health) provide assistance to faculty, students, and responsible for collection development and colline searches. Qualifications: Required: ALA-ALS. undergraduate health or life sciences degree (experience as beath sciences ilbrarian can substitute for degree). J years' experience in an academic or special library reference department, and experience/artining in on-

do, provides an online catalog, circulation, acquisitions, acquisitions, serials check-in, nine Wilson indexes, and Current Contanta. An Electronic Text Center has recently been established. The JME Coordinator reports to the Director of Reference Services and for system-wide responsibilities of the Director of Reference Services and after system-wide responsibilities of the Associate University Librarian. Associate University Librarian II or fife (PRO-129). Associate Diversity and International methods and state-of-the-art technolosy. Trains library faculty and start to continue the continue of the siana 71209-0726.

Library: Librarian II or III (PRO-129). Head, Decument Delipry Unit, Systems and Access Services Division, Administers into unit that provides intertibrary lending and borrowing and Beculty photodupleation services for all disciplines. Supervises 6.3 FIE Certical staff members, Responsible for student budget of over \$60,000 and unit accounts with an annual income of over \$75,000. Resulted: AA accredited MLS, 3 years' experience as a librarian, experience with online systems including CCLC. Preferred: progressive supervisory experience und experience in intertibrary yarrandsheets and statistical packages). Mulmum sajary: \$28,000. Send résume and packages, Mulmum sajary: \$28,000. Send résumé and packages, Constitution of these references to April 20, 1992, loc Carl R. Lee, Associate Director for Systems and Access Services, Michi.

DIRECTOR

#### **Graduate Program In Nursing**

The MGH Institute of Health Professions invites applications for the Director of the Graduate Program in Nursing. The Institute of Health Professions is an autonomous center for graduate studies in allied medical health. In association with the Massadusers of the Canadal Health. In Spatiality Polyabilitation Health. General Hospital, Spaulding Rehabilitation Hospital, and McLean Hospital, the Institute is a consistent member of the MGH Health Affiliates.

The Institute offers innovative graduate programs in nursing, communication sciences and disorders, dietetics, and physical therapy, as well as a research-based program in medical ethics. The Graduate Program in Nursing is committed to the development of advanced clinical practice with specialty preparation in critical care, gerontology, oncology, and women's

The Graduate Program in Nursing is curiched by the recently endowed Arnelia Peabody Nursing Research Professorship. The search for the first recipion awaits the appointment of the Director.

We seek outstanding candidates with the demonstrate capacity to promote excellence in nursing education, scholarship, and clinical practice. In addition to holder a master's degree in nursing and meeting eligibility requirements for Massachuseus licensure, qualification include:

- Earned doctorate in nursing or related field
- Academic administrative experience
   Distinguished record of scholarship
- Experience in graduate education Experience in securing external funding



The position will be available on or after July 1, 1992. Letters of application and a current curiculum vitae should be sent to Michael Smith, Ph.D., Chair, Search Committee, MGH Institute of Health Professions, 15 River Street, Boston, MA 02108. The MGH Institute of Health Professions is an equal opponum

#### THE MGH HEALTH APPILIATES

#### DATA PROCESSING CONSULTING (Research Programmer)

Administrative Information Systems & Services

#### University of Illinois

Administrative information Systems and Sorvices has several (3) openings for data processing consulting at the Chicago campus. This is an outstanding opportunity for experienced consultants to join a progressive, state of the art computer organization to confer with customers of the Client Support Services function. (This position carries the academic professional title of Research Programmer.)

Responsibilities include:

- Responsibilities include:

  Automate and integrate office computer systems from doskiep intelligent workstations to maintrames

  Be a Italison with vonders

  Analyze needs of campus community for the office systems requirements

B.S. required and 2 years' minimum experience with high level project management experience, demonstrated skill in interlacing all levels of clients. Preference will be given to M.S. and 8 years' experience. Requires working knowledge and experience in:

LANS: Token Ring or Ethornel, LAN Administration: 3 COM, LAN Manager, or Netware. Microsoft Windows: Extrol, Excel, and WordPeriect. SQL Servers: Microsoft (Oracle, or Gupta. Hardware: Apple Macintosh and IBM PS/2 (or other 396). Business analysis skills.

Please submit letter of application, résumé, and three letters of reference no later than March 27, 1992 to:

L. Marine Hayden. Assistant Director Administrative Information Systems and Services 311 South Sixth Street Champaign, Illinois 61820 The University of Illinois is an Affirmative Action, Equal Opportu

tore growing of the innovative Research information System (RISS), and related projects such as IRIS Pus—a local area network (LAN) supporting CD/ROM and INTERNET-accessible databases. Provides herdware and software support for all micro-based resources. Serves as a technical advisor to University and library administration on developing information technologies. Provides operational support to the Nebrasia State Codings System, and participates in other automation projects spanning the state. Overses department budgets and develops budget proposals for future growth of current systems and for new projects. Serves as principal listing between the University Libraries and introduces of the University Libraries and introduces and/or contracts as necessary. Works closely with the University Computing Resources Center in developing appropriate telecommunications links for all systems. Supervises 3.5 FTR staff including 3 full-time permanent technical staff and approximately 5 FTR student assistants. Required: M.L.S. from an ALA-accracilied library systems. Strong interpersonal skilling dermonstrated oral and written communication patilis; demonstrated knowledge of current information technology including perworking. CD/ROM 2. and LAN technology. Supervisory experience. De-

gan Siate University Libraries, East Lansing, Michigan 48824-1048.

Library: Assistant Professor tienure-leading). Assistant Professor tienure-leading). Automated Systems Department, starting July 1. Participates in planning and policy decisions related to all aspects of automation for the University Libraries. This includes the ongoing operation and furnity in the contract Salary may be high true growth of the Innovative Research information System (IRIS), and related projects such as IRIS Play—a local area net. [160 Kent Hendrickson, Deks of Libraries.]

Employer.

Library/Music: Lawrence University seeks a music librarian by September, 1992. Responsibilities include: developing and maintaining the music collection in class cooperation with Conservatory facility, cat lologing scores and media, and provides bibliographic assistance and instruction for the Conservatory. The position includes the Conservatory. The position includes a supersymmetric and instruction for the Conservatory. The position includes a supersymmetric and instruction for the Conservatory. The position includes an undergraduate major in music; familiarity with AACR2. MARC formuts, substitute of the control, and online systems. Salery; definition on qualifications, 235,000 minimum. Sond letter of application, resuss, and names, addresses, and phone numbers of three references to Dennis Ribberghams. Lawrence University Appleton, Winconsin \$4912. Lawrence University promotes equal opportunity for all.

### **BULLETIN BOARD:** Positions available



#### **UNIVERSITY OF NEBRASKA** AT KEARNEY

The University of Nebraska at Kearney is a public, four-year institution located in the heart of Nebraska. The enrollment is over 9,000 students individuals interested in joining a creative and dynamic student affairs division are encouraged to apply for the following positions:

DIRECTOR OF RESIDENCE LIFE
The Director of Residence Life is responsible for the overall operations and staff for 13 residence halls and one family housing apactment complex. 1991-92 brought 2 new residence halls. Total housed
on campus is 2,600 students. The Residence Life Department consists
of professional administrative staff, clottent staff, graduate and undergraduate student staff, and painting, maintenance and custodist staff
(total exceeds 200). This position reports to the Vice Chanceller for
Student Affaire.

QUALIFICATIONS: Master's Degree (student personnel preferred), plus 3-5 years' post-master's experience in residence hile. STARTING DATE: July 1, 1992 (twolve month live-out position) SALARY: Commensurate with experience

Applicants should send a letter of application, résumé and names and phone numbers of 3 references to:

Kay McMinn Counseling Center University of Nebraska at Kearnoy Kearney, NE 68849

Review of applications will begin on April 1, 1992. Applications will be screpted until position is filled

COORDINATOR OF ENROLLMENT MANAGEMENT SYSTEMS
The Coordinator of Enrollment Management Systems is responsible for the design, implementation, and effective use of both mainframe and PC-based systems to provide statistical data to assist in enrollment management decisions. The Coordinator will also serve as a Financial Aid Counselor and have programmatic responsibilities in the Financial Aid Office.

QUALIFICATIONS: Bachelor's Degree required. Master's Degree pre-ferred. Applicants with experience in Enrollment Management and in Financial Aid or other Student Atlairs area will receive first consider-

STARTING DATE: July 1, 1992. **SALARY: Commensurate with experience** Applicants should send a lotter of application, résumé and names and phone numbers of 3 references to: Patrick McTee

Director of Financial Aid University of Nebraska at Koarney Kearney, NE 68849

leview of applications will bogin on April 1, 1992. Applications will be coapled until position is filled.

UNK is an EEO/AA Employer

### **COMPLEX DIRECTOR -**

(Anticipated Vacancy)

n-month, live in residence life position cit is local. Cathelic Liberal Aris College: Supervisory and drovels principled responsibility fies for 2 coeducational traits, over 400 startents, and 2 under graduate RA staffs. Participation in the exponsistrative type horse and programming attacts of the Union of Stations's officer and in the selection and training of computation between the staff. Other esponsibilities to be assigned determining on interests and

italifications: Mastar's dagraes, supervision sand programming expellence in a comprehensive residence life program Competitive salary with furnished apartment, must plan and benefits. Please indicate if attending NASPA (sond resume by March 18 to be considered for pire arranged introview turn)
Applications close April 20 and in the event a vacancy occurs
the position begins August 1

Please forward resume to: C.D. Search, Dean of Students Office. Box 13-A, College of the Holy Cross, 1 College Street, Worcester, MA 01610. An Equal Opportunity Employer

# College of the Holy Cross

biliography courses (e.g. medical, law, steer, archives). Applicants should have the sensitive of applicants should have the leadility in teaching assignment be a final magnetic properties of the sensitive of sensitive o

Management: Full time legimer in a ten-use track has seen him admitted to business. beginning full, 1992 Seed application for lippartment of Management School of

#### **EAST CAROLINA UNIVERSITY** Division of Student Life INIVERSITY Director of University Housing

Effective Date: July 1, 1992

Responsibilities: The director reports to the Vice Chancellor for Student Life and is responsible for the administration of a comprehensive University Housing program. Reporting to the director are two assistant directors, a support staff of six, a maintenance team of four, and thirty student staff members. Major areas include the maintenance, repair and extensive renovations of fifteen residence halls with a capacity of 5,500 students; fiscal management of budget in excess of seven million; contracting and student services including computer resources, fifteen opportunities, safety and security, and personalization programs. The office of University Housing is not responsible for Resident Education.

Requirements: Doctorate preferred. Master's required in Studem Personnel, Higher Education or other related field with five years of progressive administrative experience at a comprehensive university in the housing pro-

University Description: East Carolina University is located in Greenville, North Carolina, 85 miles from the North Carolina coast. A senior unit of the University of North Carolina, East Carolina University has a current enrollment of 17,000 students.

Salary: Commensurate with degree and qualifications. Applications: Applicants should send letter of application, resume, and three letters of reference to:

Dr. Alfred T. Matthews, Char Search Committee Vice Chancellor for Sindent Life East Carolina University Greenville, N.C. 27858-4353

Closing Date: Applications will be received until position is filled. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION UNIVERSI-TY, APPLICANTS MUST COMPLY WITH THE IMMIGRATION RE-TORM AND CONTROL ACT.

# MU Marquette University

#### RESIDENCE HALL DIRECTOR

Marquette University, a Catholic, Jesuit, inhan university of 11,400 students heated in Milwaukee, Wisconsin, seeks qualified cambidates for the position of Residence Hall Director. Opportunities to develop comprehensive management skills in a residence hall housing 300-000 residents, to supervise an average student staff of 13 to harditate programming, to advise hall council, to serve as a University Judickal Administrator, and to select a department-wide assignment. Qualifications: Master's degree and residence half experience pre-ferred. Bachelor's degree and one year's experience required. Subary and Benefits: For master's degree candidate, infirimum starting of \$16,250 for a 10 month appointment plus burnished apartment, neal plan and generous frings benefits. Summer employment is available on limited basts.

Application Process: Send letter of application, résumé and two en-rent letters of reference to:

Ronald E. Orman Associate Dean of Residence Life Marquette University 716 North 11 Street, Room 203 Milwanker, WI 53233

(11-0) 288-7208 Interviews: Conducted at the Oshkosh Placement Exchange, ACPA and NASPA. Prior scheduling for a conference interview is encour-

Dendlinest April 6, 1992 is the deadline for application. Serecting begins February 24, 1992. Position begins August 3, 1992.

MU is an Equal Opportunity, Affirmative Action Institution.

Mathematics: Tenure-track, reaching posi-tion, Ph. D. or near completion Rank open. Provide excellent, student-oriented in-struction in student college curriculum with reaching assignments to sail creden-tals. Liberal arts urientation and experi-once important Begins August 26, 1992 Send application, returner, names, address-exant phone numbers of three or more pro-fersional selectences to: Mr. Robert Cour-ncy, Chair, Department of Mathematics, Buker University, P. O. Box 65, Baldwin City, Kannas 6640-6695, EGR. with teaching assignments to sail creaters to the control of the c

Blusiness, Indiana University, Bloomington, Indiana 47405, Deadline for receipt of applications: May 1, 1992.

Management: Bichaven College seeks an instructor for undergraduate and graduate management courses. Ph.D. in management is statustics, probability, finear algebra, or applied math; the dutles will entail statustics with preference given to applicants at statustics, probability, finear algebra, or applied math; the dutles will entail statustics or graduate required. Belhaven to Ed.D. in Management and experience required. Belhaven to Ed.D. in the statustics and advanced Christian libraria arts college. Resumés, supporting materials should be sent in Dr. Dan Frederichs, Dean, Belhaven College; Jackson, Mississuppl 39302.

Management: Communication: William E. Simon Giaduate School of Business Administration. University of Rochester. Teach graduate level required course sequence in business with preference given to applicants attauted will prefer a position will require a Ph.D. in management at a tatustic with preference given to applicants attauted with preference probability, finear algebra, composition will require a Ph.D. in management attauted with preference given to applicants attauted and treating attauted with preference given to applicants attau

dia relations, corporate communication situetay. Experience leaching written and oral communication, preferably at the graduate level, required. ESOI, training and experience a plus. Lecturer, 9 month contract, non-tenuted, renewable. Ph. D. preferred. Business knowledge and experience an advantage. Appointment begins Aurust 1992. Apply with letter of application, relating and references to. Associate thean mental with the properties of the contract of a doctoral program which includes intuition. Standard W. Hansen. William E. Simon Graduate School of Business Anomistration, University of Rochester, Rochester, New York 146.72 EOD-MIF.

Mathematiks: Tenure-track, reaching position, Ph. L. or near completion Rank open though the computer science and the provide accelent, audent-oriented instruction in struction in

#### THE COLLEGE BOARD Senior Research Scientist

Founded in 1900, the College Board is a national nonprofit membership association of more than 2,800 colleges and universities, secondary schools, systems of higher and secondary education, and educational associations and agencies. The College Board offers admissions testing; need analysis for financial aid applications; and guidance, placement, and credit-byexamination services to assist students in making the transition from high school to college.

The Senior Research Scientist will report to the Vice President for Guidance, Access and Assessment Services and will be responsible for initiating and overseeing research and development plans for the Guidance, Access and Assessment Division; supporting the work of the President and senior staff through the interpretation of research findings; developing mechanisms for integrating curricular, instructional, and other academic concerns; identifying potential external sources of funding; and managing the Research and Development staff.

The successful candidate will have an advanced social science degree, doctorate or equivalent in experience with demonstrable background in educational measurement; a minimum of live years' experience at a similar level of policy-making responsibility at the collegiate level and/or at policy research organizations; and broad administrative/managerial experience.

The salary will be commensurate with formal training and previous experience; fringe benefits are superior.

Please send a letter of application and resume before March 31, 1992, to:

Ms. Rosemarie McGrath **Executive Director of Human Resources** The College Board 45 Columbus Avenue New York, New York 10023-6992

The College Board is dedicated to the principle of equal opportunity, and its programs, sorvices, and employment policies are guided by that principle.



#### DIRECTOR OF **ADMISSIONS**

The University of Houston-Downtown, an open admissions undergraduate institution with a diverse student body of 8,000 + students, is seeking a Director of Admissions. The Director will set direction, implement policy and procedures, manage staff and work closely with other areas of Enrollment Services, Records, Scholarships and Financial Aid, and Infor-

This position reports to the Executive Director of Enrollment Services. Requirements include a Master's degree and three to five years' experience in admissions; strong interpersonal, organizational, problem-solving and computer skills; experience with integrated on-time student information systems; knowledge of enrollment management theories regarding recruitment and retention. Salary range upper 30's. Send cover letter, résumé and contact information for three professional references to: Ann McDonald, Ph.D., Enrollment Services, University of Houston-Downlown, One Main Street, Suite 328-S, Houston, Texas 77002. Application review will begin April 1, 1992.

Equal Opportunity, Affirmative Action Employer

lects, and have an ability and willingness to narticipate in the college's general educa-tion program. Send letter of application and conrectum wing to Dr. William Beck, Chair, Department of Mathematics, Chal-ham College, Pittsburgh, Pennsylvania 15232 by March 15, 1992. EOE.

Mathematics: Amended deadline date for advartisement which appeared in the February 12/19, 1992 issues. Position beginning in September, 1992. M.A. minimum. Ph.D. preferred, deaching experience required. Hease send your resource, three liters of reference, and official transcripts to. Dean of Academic Affairs, Green Mournain College, Poultmay, Versions 05754 by April 1, 1992.

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Mathematics: Amended deadline date for advartisement which appeared in the Febnury 12/19, 1992 issues. Position beginning in September, 1992. M.A. aninimum. Ph.D. preferred, teaching experience required. Heave send your resume, the letters of reference, and official transcripts to. Dean of Academic Affairs, Green Mommain College, Poultmey, Vermont 05754 by April 1, 1992.

Mathematics: One-year substitute length of the client of reference and official transcripts to the discussion of the continue communications of the continue of the continue continue that the continue cont



MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT

#### DIRECTOR, INFORMATION SERVICES

RESPONSIBILITIES: Under the general direction of the College President, the Director, Information Services provides leadership in the menagement of innovative and quality information services to assist the College in meeting its goals and objectives. The Director plans the organization and operation of information Services, which includes Administrative Computing Center, media services, facility and technical support. Monitors adherence to College technology standards; assesses hardware and software needs; consults on use of instructional technologies; advises on integration of data, video and voice technologies; provides for service of all computing telecommunications and media equipment; provides direct support of NOTIS Library System; provides support to institutional Research Services; supervises Information Services staff and prepares and administers the budget.

OUGALIFICATIONS: Bachelor's degree required; Master's desirable. Understanding of Information services in a complex, diverse college environment; comprehensive knowledge of principles of organization and management of a large institution; ability to organize and direct the functions of a large support service department; ability to analyze administrative problems and make appropriate recommendations; ability to analyze situations accurately and take effective action; ability to analyze situations accurately and take effective action; ability to analyze analyzes. to supervise employees and work cooperatively with all constituen cles, ability to related to an ethnically diverse population.

cies, ability to related to an ethnically diverse population.

GENERAL INFORMATION: Mt. San Antonio College is a comprehensive, public community college located approximately 25 miles east of the Los Angeles civic centor. The college is situated in the beautiful San Jose Hills within an hour's driving time from several beach and mountain resorts. The college serves a population of over 800,000 in 16 cities and communities. With approximately 41,000 credit and non-credit students and a staff of over 1,900, the college is one of the largest in the nation. Mt. San Antonio College is dedicated to sorving a diversified and changing population through excellence in teaching and support services.

SALARY/BENEFITS: \$83,628-\$88,872/year. Excellent medical, dental, vision plan. Paid lifetime medical for retiree and eligible spouse. APPLICATIONS: A complete application must include: District application, resume, two letters of recommendation and transcripts. The screening process will begin April 15, 1992. To receive application materials, please contact:

Personnel Office 714-594-5511, ext. 4225 MT. SAN ANTONIO COLLEGE 1100 N. Grand Ave., Walnut, CA 91789

An equal opportunity, affirmative action employer

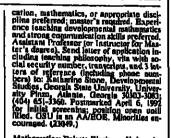
#### HOUSING

The College is seeking an experienced aducational leader with creativity, good gudgament, integrity and a sense of humor for the position of Staff Associate (Area Coordinator) beginning this Spring. The Area Coordinator will be responsible for organizing and directing residential life functions within assigned residence halls. The Area Coordinator will the on Campus in residence area of responsibity. The successivit candidate will have a Master's degree in Student Personnel, Counseling or related field and three to hive years post-baccelaureate experience in housing-residential life. Screening of applications will begin on March 1, 1992 and will continue until position is filled. Bridgewater State College is located approximately 30 miles south of Beston within an easy drive of Cape Cod. The College enrolls 8100 fulls and part-time students with 5700 undergraduates and 1900 resident students.

Submit teller of intent, resume and the maries, addresses and beinghone sumbers of five protessional references to the Office of Human Resources, Bayden Hall, Bridgewater Siste College, Bridgewater, MA 02325.



Malbamafica: Instructor/Assistant Professor of Mathematics for full-time, tenure track position, contingent upon funding). Responsibilities include teaching developmental and introductory college mathematics courses. Other dutes include assisting in curriculum development as needed, advisites students and participating in curriculum development as needed, advisites students and participating in cultege severances through committee assignments. Cualifications: Master's degree in mathematics, mathematics education, or oducation with a stromt background in mathematics, mathematics development in teaching; and a commitment to leaching developmental mathematics. Safery: Dependent on educational background and years of teaching experience. Competitive benefit nuckage. Application Procedure: Send letter of application, educate of experience and training, college transcripts, three letters of recommendation, and any other relevant information to Janet Reed-Bradley, Pernonnel Officer, Reference Job \$211, Northwest College, 21 West Sixth, Powell, Wyoming \$2431, Applications received after March 31, 1929 will be considered at the discretion of the College. About Northwest. after March 31, 1992 will be considered at the discretion of the College. About Northwest Wyoming, about 70 miles from the east entrance of Yellowstone Park and 90 miles south of Billings, Montano, Powell is a city of 5,200, the recommy of which is based retreatily on 60, terroing, renching, and education. Northwest College of 2,000 students (about 1,000 full-time on-campus). Northwest (about 1,000 full-time on-campus). Northwest on the second of the college of 2,000 students (about 1,000 full-time on-campus). Northwest on the college of 2,000 students (about 1,000 full-time on-campus). Northwest on the college of 2,000 students (about 1,000 full-time on-campus). Northwest on the college of 2,000 students (appear to compete the college of 2,000 students of the college serves atudents il instruction il in the college serves atudents ulrawa from through the Rocky Mountain Region. It is committed to excellence in occupational and transfer programs within the context of a strong liberal arts tradition. Northwest College is accredited by the North Central Association. EOB.



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Mathematics: Dakota Wesleyan University punpunces a faculty position in Mathematics beginning Angust 1992. Doctorate in Mathematics of Mathematics Education preferred, desire to teach undergratuates required. Teach 12 hours per semajer, priparily upper level, Math Education materials, priparily upper level, Math Education materials. Apply: Dr. Levia Turchen, 1200 West University, Mitchell, South Dakota 57301.

Mathematics: Illinois College is a private, well-endowed Phi Beta Kappa liberal aris college located in west-central illinois, We seek applicants for a terune-track position at the rank of ansistant professor who are qualified to teach a variety of courses including differential equations, multivariate calculus and ammerical enalysis. Ph. D. required. Underguduste teaching experience pureferred. Send tester of application, our-riculum virse, immeripa and stree letters of recommendation to Professor George W. Horton, Jr., Chalman, Mathamatica Desartment, Illinois College, Jacksonville, Illinois 62650. Application deadline: March 20, 1992. Illinois College is an AAFEGE.

Mathematics: Instructor needed. Duties in-clude the teaching of five undergraduate classes in Mathematics each semester along with the maleleance of regular of-fice bours. Thirty-five hours/week, 220,000 her, proofits, four years college, MS Design Mindematics required, six

#### DIRECTOR OF **INFORMATION SYSTEMS** Santa Clara University

Santa Clara University seeks a dynamic individual to be responsible for leadership, strategic planning, and coordination in applying information technology to all aspects of the University's educational, research and administrative activities. The Director reports to the Vice President for Academic Affairs, and works freely with faculty, students, and staff at all levels in meeting these responsibilities. Duties also include managing an organization of 33 employees and an operating budget of 53 million in support of academic and administrative computing, personal computing telecommunications, and networking. The computing environment includes DEC and IBM mainframes, 1200 personal computers, and a Mitcl PBX. Santa Clara is both a BITNET and Internet node.

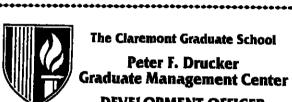
Applicants for this position must have a vision of the growing role of information technology in higher education; a record of increasingly responsible management experience, preferably in a university setting; broad technical knowledge; and excellent interpersonal and communication skills. An advanced degree is required, and a Ph.D. with previous experience in university teaching or academic research is preferred.

Suntu Clara is a Jesuit. Catholic, comprehensive university located in the heart of Silicon Valley. Founded in 1851, it is the oldest institution of higher education in California, Current enrollment is 7,700 undergraduate.

Application deadline is April 15, 1992. Letters of application with resume, salary history, and the names of three references should be sent to:

Human Resources Management Department Santa Clara University Sunta Clara, California 95053

Santa Clara University is on equal opportunity, affirmative action employer, committed to Excellence through Diversity, and, in this spirit, particularly welcomes applications from women, persons of color, and members of other under-represented groups.



The Claremont Graduate School

Peter F. Drucker **Graduate Management Center** DEVELOPMENT OFFICER

The Claremont Graduate School is seeking an experienced development professional to serve as development officer for the Peter F. Drucker Graduate Management Center.

Cratuate Management Center.

The position is responsible for creating and executing a development plan for all source areas, serving the Board of Visitors, Alumni Council and other support groups. As a member of the development staff team, will coordinate prospects and strategies with other development officers. The successful candidate will have five or more years of progressively responsible positions in development with a demonstrated record of goal

The Claremont Graduate School is a member of The Claremont Colleges.

The Claremont Colleges Personnel Services 150 E. 8th Street Claremont, CA 91711

EOE/AA M/F

ence, and atrong background in mathematics or statistics are required. Duties consist of teaching, research, advising, supervision of student teaching, and service. Send vita, graduate transcripts and 3 letters of reference to Shawky Shamma, Chair, Search Committee, Department of Mathematics & Statistics, University of West Florida, Penacola, Florida 3214, ontbefore May 1992. UWF is an Affirmative Action, Equal Opportunity Employer.

Mathematics/Science Education University of Massachusetts Lowell, Lowell, Massachusetts Lowell, Lowell, Massachusetts Lowell and Massachusetts Lowell in Section & Massachusetts Lowell invites applications from outstanding individuals for tenure-track graduate positions in the Mathematics and Science Education Doctoral Program. Rank and salary are perpulsions and experience. Minimum qualifications and experience. Minimum qualification include an earned doctorate in Mathematics and/or Science Education, evidence of successful teaching at the precollege and graduate levels. research and scholarly schrifter, and record of successful extramural funding. Individuals with some expertise to both mathematics and scholarly schrifter, and record of successful extramural funding. Individuals

of successful extransival medical, individuals with some expertise in both methoratics and science education are highly desirable candidates, Frimary responsibilities and science Education to the Mathematics and Science Education Doctoral Program, beaching and advising students, teaching and advising students, teaching and supervising student teachers to the Master's Degree Programs, research, grant development, and service to the elementary and accordary actions in the region. Send letter of application, curriculum vias, official graduate transcripts, I selters of reference, and recent publications to Donald E. Herson, Ph. D. Denn; Collegs of Education; University of Massachusatis Lowell, Masterbassis (1854, Application desditins is March 31, 1992, The positions are expected to be filled September 1, 1992, or as soon thereafter as candidates have been selection. The University of Massachusetts Lowell, The University of Massachusetts Lowell These positions are subject to available funding.

months' experience in job offered or six months' experience as teaching essistant in Mathematics Department with any college or university. Apply at the Texas SE Employment Commission, Temple, Texas or need resume to the Texas Employment Commission, Texas or need resume to the Texas Employment Commission, Texas 78778, job Order #5687326. Advertisement paid by an Equal Opportunity Employer.

Mathematics Education: Assistant professor, tonure track beginning August 1992, Doctorate in Math Education, minimum of three years' secondary teaching experience, and strong background in mathematics or statistics are resulted. Duties consistent of the professor of the secondary teaching experience, and strong background in mathematics or statistics are resulted. Duties consistent of the professor of the secondary teaching experience, and strong background in mathematics or statistics are resulted. Duties consistent of the professor of the

Ouillen Collegs of Medicine, East Tennesses State University, Johnson City, Tennesses 37614-0574; (615) 929-631. ETSU is an Affirmative Action, Equal Opportunity Employer.

Medicine: The University of Minnesots, Department of Pediatrica, Division of Endocrinology is seeking a full-time physician for a tenure track position at the Assistant Professor level. The candidate will be responsible for attending on the Pediatric Endocrinology Service in addition to attending weekly disbetes and pediatric endocrinology Service in addition the service collict. This pornou will test interns, residents and fellows in the Endocrinology Division. Research on the effects of success control on the lost term complications and control that would be of particular interest. Candidate must be approved by the Pediatric Promotion's Committee, Essential qualifications Six years' post M.D. to include a two year fellowship in Pediatric Endocrinology. Must be Board Certified in Pediatric Indooring Sons M.D. to include a two year fellowship in Pediatric Endocrinology. Must be Board Certified in Pediatric Indooring Sons M.D. to include a two year fellowship in Pediatric Endocrinology.

Medicine: The University of Kunsas School of Medicine-Wichita, Department of Pediatrics. Academic Fediatric Subspecialist, in Nephrabos, Pulmonolous or Infectious Disease. Opening for Board Certified Pediatrician to Join the faculty at the Assistant or Associate Professor level. There is multiple subspecially support in the school and in the city. Position will involve direct patient care, supervision and teaching of bouse staff and medical students. Equal Opportunity Employer. Qualified men and women of all races and with issue, Equal Upportunity Employer. Qual-lifed men and women of all races and with disabilities are encouraged to apply. Con-tact Sechin Cho. M.D. Professor and Chairman, Department of Padiatrics, UKSA-W, 1010 North Kansas, Wichita, Kansas 67214.

Kansas 67214.

Middle School Education/Elementary Education: Tenure-rack, Assistant Professor, University of Georgia, beauning September, 1992. Qualifications include an earned dectorate in Middle School Education, Developmental/Social Psychology, subject matter area, or a related field, and school experience in grades 48. Applicants with expertise in teacher education are particularly velocome. Responsibilities including conducting research-publication activities, teaching several middle school education courses at the graduate and undergraduate levels, supervising student teachers, and advising graduate and undergraduate students. Salary competitive. Send letter of application and curriculary vites to Dr. K. Denise Muth, Search Committee Chair, Department of Elementary Education, 427

### Milwaukee Area Technical College PUBLIC INFORMATION OFFICER

MATC is seeking a qualified individual to manage and supervise the Public Information Office towards the achievement of the goals and mission of MATC. This person will initiate, recommend and implement all operational guidelines, policies, and procedures governing media relations in the district function as a primary liaison between the college and the media; toster and maintain positive relations between college and media; toster and maintain positive relations between college and media; and devise strategies to address public informa tion services for the district.

Qualifications include a Bachelor's degree in mass communications, public relations, journalism or related field; four (4) years of professional work experience in print journalism, radio-television, public relations or marketing with emphasisin public information; or any equivalent combination of experience and training with provider the processer knowledge. ence and training which provides the necessary knowledge skills and abilities.

To apply, please call (414) 225-1800 for an application form and job description. Resumes and letters of application will not be accepted in lieu of an application form. Deadline for applying is Thursday, March 28, 1992.

Milwaukee Area Technical College 700 West State Street Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer.

#### **CENTRAL VIRGINIA COMMUNITY COLLEGE**

#### Administrative Positions

Central Virginia Community Criticge is seeking administrative faculty for 12-month positions which will be available July 1, 1992. COORDINATOR OF LIBRARY AND MEDIA SERVICES, #FA049 ALA-accredited Master's degree in library science or library information science. Specialist degree or equivalent (24 semester hours beyond the master's degree in a planned program) preferred. Experience related to the dutes of the position desired (college experience preferred). Knowledge of AACR2 Ravised and Library of Congress Subject I leadings, Rule Interpretations, and Classification System. Willingness to work a floothle schedule including evaluings and weekends.

DIVISION CHAIRMAN OF SCIENCE, MATH, AND ENGINEERING TECHNOLOGIES, #FA027 Specialist degree or equivalent (a minimum of 24 sumester hours beyond the master's degree); 36 graduate semester hours in a relovant teaching field Doctorate degree preferred. Minimum of two years' teaching experience Additional administrative experience preferred.

Application Process: A completed official Commonwealth of Virginia Application for Employment (reference to a resume is not acceptable, original signature, specify position number), resume, copies of college transcripts (official transcripts will be required at time of employment), and three (3) letters of recommendation must be received by 4:30 p.m., on April 19, 1992 at

Office of Human Resources Central Virginia Community College 3506 Wards Road Lynchburg, VA 24502-2498 Phone: (804) 386-4500 EEO/AAE

stitution.

Minority Affairs: Assistant Dean of Minority Affairs: Wright State's College of Eachnering and Computer Science is seeking a person to fill a full-time position of Assistant Dean of Minority Affairs. The college and fits faculty are committed to the spite increasing the participation of minorities at li levels of its activities. Responsibilities for the position will increase of programs to increase the pool of qualified ascority attacents applying to and acceptably the College of Engineering and Computer College of Engineering and Computer Science; (2) working with faculty and increase in protection and rates of graduation; (3) participating and organization of the protection of the solicitation of participating in the solicitation of participating the glosofty programs and acceptation of participating the glosofty programs and computers of the glosofty program

ins outreach efforts and serving as instantion of external funding for misority programs and scholarships; and (3) serving as the strength of misority student chapters in the Collection of misority student chapters in the Collection of the Collec



BULLETIN BOARD: Positions available

#### DIRECTOR OF MAJOR AND PLANNED GIVING

#### **USD** Foundation

The University of South Dakota Foundation invites nominations and applications for the position of Director of Major and Planned Giv-

Established in 1862, the University of South Dakota is a doctoral degree granting institution with eight academic units: College of Arts and Sciences, College of Fine Arts, School of Law, School of Medicine, Graduate School, School of Business, School of Education and Continuing Education. USD is located in Vermillion in southeastern

The Director of Major and Planned Giving reports to the Executive Director of the USD Foundation. S/he also provides staff work and meets regularly with selected standing committees of the Board of Directors. The primary purpose for the position is to secure major and planned gifts, and to this end, the director will organize and manage all research, record keeping, cultivation, and solicitation

Qualifications for this position include required bachelor's degree and 3-5 years of experience in a similar role. Preference to candidate with advanced degrees, evidence of significant success in soliciting major gifts, and a good working knowledge of planned giving instruments. Salary commensurate with experience; excellent benefits.

Applications: Prospective candidates should submit a current resume and letter. Send applications by March 20, 1992 to: John Hilpert, Vice President of University Relations/Executive Director of the USD Foundation, Slagle Hall 103, 414 East Clark Street, Vermillion, SD 57069-2390. The University of South Dakota is an equal opportunity, affirmative action, Title IX employer. Women and minorities are encouraged to apply.

#### Coordinator of Student Development

Student Services Professional 1-B (\$2,309-\$2767 per month) Student Services Professional II (\$2619-\$3148 per month)

#### Cal Poly, San Luis Obispo, California

Administrative coordination and program development within a coeducational residence half. Position responsibilities include student governance, staff recruitment and supervision, judical affairs and individual and small group advising. In addition, 20 percent of position assignment involves department-wide duties, e.g., alcohol education, Judicial Peer Review Board advisement, Psychology 251 curriculum development, leadership program spontorship. Flexible daily and weekly schedule. One of eight live-in professional team members serving on a progressive and diverse residental education team. Five positions available commencing June 1 and/or August 17, 1992, through June 18, 1993, with possibility of extension. MASTER'S DEGREE IN STUDENT PERSONNEL, COUNSELING OR RELATED PIELD REQUIRED FOR ASSIGNMENT AT THE STUDENT SERVICES PROFESSIONAL 1 LEVEL: MASTER'S DEGREE AND ONE YEAR OF EXPERIENCE IN UNIVERSITY AND RESIDENCE HALL SETTINGS REQUIRED FOR ASSIGNMENT AT THE STUDENT SERVICES PROFESSIONAL II LEVEL.

Bositions close APRIL 8, 1992, Recruitment teams at ACPA and NASPA

PROFESSIONAL II LEVEL.

Positions close APRIL 8, 1992. Recruitment reams at ACPA and NASPA Placement Centers. Contact Stephan R. Lamb, Associate Director of Housing, or Tom Jackson, Jr., Academic Development Specialist, at ACPA; or Stephan R. Lamb, Associate Director of Housing, or Carole Hansen, Assistant Director of Housing, at NASPA. For further information, call Resident Student Development, (805) 756-5600. Official Cal Poly application may be obtained from the Personnel Office, Administration Room 110, Cal Poly, San Luis Obispo, CA 93407; (805) 756-2236. Completed, official applications must be postmarked or received in the Personnel Office by 5 p.m. on April 8, 1992. Equal Opportunity Employer.

and is ostronily seeking and and ante levels in the strength seeking applications in Secondary Middle School Curriculum, or Education Administration, or Business Education, and School Psychology, or Educational Research or Elementary and Easty Childhood Education. Applicants are encouraged to about a surprest resume and official magenty to Dr. Escrette Nance. Associate Dean, School of Education, University of Missouri, 8001 Natural Bridge Road. L. Jouls, Missouri 63121. Applications will be received through March 11, 1992.

Museum Administration/Curator: The Museum of Texas Tech University amounts the position of Director and Curator of The Ranchag Inspect of The Landing Inspect of The Landing Inspect of The Landing Inspect of Texas of Directorate in Historic Preservation, Museum Science, or a right preservation, Museum Science, or a right preservation, Museum Science, or a right preservation and/or museum in the Court of Texas of Te

communication skills, including ability to work with diverse groups of volunteers, ra-trons, and professionals. The Ranching Heritage Center is a collection of more than thirty hytoric structures with furnishings and related materials on a fourteen acre site merry involves attractures with improvement and related materials on a fourteen acre vice adjacent to the main moveum building. The RHC has a strong support organization, numbers of volunteers, and a dedicated group of much hosts who assist in its public mission. The Director/Curator is espected to hold a concurrent academic appointment in the Mastern's degree. The individual selected whitesom so the Director of the Museum and will share responsibility for the care and maintenance of the RHC collections and facilities. The Director selected will perfet on supervisory dutue related to general operations of the curatorial and public-oriected functions of the Center. Salary is to be commenturate with experience. The position is expected to be filled by September 4, 1992. Applications should include a letter of letterst and risture or via which include a names of at least three references. Farther information will be provided upon respect. Apply to Dr. Len Akisawyth. Chair. RHC Director Search Committee, P. O. Box 42019. Lubbock. Texas 7849.

Massie: Instrumental. Malone College. Can-

#### **Assistant Director of** African - American Student Development

Appalachian State University Invites applications for the position of Assistant Director of African-American Student Development. Appalachian State University, established in 1899, is located in Boone, North Carolina, near the burders of Virginia and Tennessee and in the midst of one of the most popular year-round recreation areas in the Eastern United States. A member institution of The North Curolina System, Appalachian State University has an enrollment of more than 11,500 students and offers both undergraduate and graduate degrees in over 170 different program areas. The Office of African-American Student Development, within the Center for Student Involvement and Leadership, encompasses the African-American Cultural Center, Black Student Association, BSA Gospel Choir, the PanHellenic Council, Peer Mentoring program, the Black Leadership Advancement class and multicultural programming.

The Assistant Director for African-American Student Development is responsible for providing leadership and advisement in the development of a multicultural environment and pluralistic community at Appalachiam. Towards this end, the Assistant Director will be responsible for the development of educational and cultural programs within the African-American and larger Appalachian community. The Assistant Director will be specifically responsible for advising the Black Student Association, the local PanHallenic Council, classroom instruction and program advisement.

Candidates for this position must possess a master's degree in Student Development or a related area. Candidates must have a commitment to the importance of and experience in fostering a multicultural environment at the university. Candidates should have two years of experience in student organization advising, teaching, and programming in a university setting. Anticipated starting date is July 1, 1992. Salary commensurate with experience, plus university benefits. Send a letter of application, resume, and the names, addresses, and telephone numbers of at least three references to:

Dr. Zaphon Wilson, Chair Search Committee African-American Student Development 224 Workman Hall Appalachian State University Roone, North Carolina 28608

Application materials must be received by April 6, 1992.

Appalachian State University is an Equal Opportunity Employer.

#### TECHNICAL SERVICES LIBRARIAN

ALA MLS, minimum of three years of cataloging and technical services experi-ence, knowledge of MARC formats and conversion, OCLC and its cataloging subsystem, MeSH, experience with on-line library catalog systems, serials, and excellent communication and analytical skills. Experience in an academic or medical library.

#### PREFERRED Experience with LS/2000, NOTIS or DYNIX, and FAXON.

JOB DESCRIPTION
Full-time position available immediately. Primarily responsibility: cataloging quality control and advising cataloging records input, OCLC cataloging systems supervision, and coordination of cataloging and technical services tasks with other library support staff. Major task to be undertaken is the migration from LS/2000 system to a new on-line catalog system within 2-3 years. Reference desk work approximately 10 percent of weekly time.

#### LIBRARY SETTING

LIBRARY SETTING
The Carpenter Uhrary of the Bowman Gray School of Medicine of Wake
Forest University is situated in the Northwest Piedmont section of North
Carolina. Mild winters and easy access to mountains and beaches. Area
enjoys excellent quality of living. Library located within confines of Medical
Center complex, the areas's second largest and most dynamic employer.

SALARY AND BENEFITS
Salary range is commensurate with experience. Benefits include full range of medical and derital coverage, vacation, sick days, and holidays.

Send résumé and three references to Mike Sprinkle, Executive Director, Coy C. Carpenter Library, The Bowman Gray School of Medicine of Wake Forest University, Medical Center Boulevard, Winston-Salem, NC 27157-1069. The Bowman Gray School of Medicine of Wake Forest University is an Affirmative Action, Equal Opportunity Employer.

open, beginning August 1992. Position in instrumental music. Must have the ability to develop an instrumental program. Must also have knowledge and experience in modern music technology. At least one other was of experience to instrumental program. Must be successful to the content of the c

Opportunity Employer, MOPINIV.

Music Choral Music and Studio Voice Professor. Assistant Professor to conduct two choirs, help teach music methods, music theory, conducting, introduction to music and individual voice lessons. The successful candidate must have experience at the elementary and accordary levels and be waiting to take a choir on tour. Ph.D. preferred, theral aris beckground helpful William Penn College is a small (650 FTE) NCA-accredated libertal aris college affiliated with the Quakers. Send vits, cover letter, and rames and addresses of three reference to Dr. David Throgmorton, Academic Desta, William Penn College, Oskalossa. lows 32577 by March 20, 1992. Position begies Fall, 1992. AA/EOE.

gius Fall, 1992. AA/EOE.

Music: The Department of Pina Arts at the College of St. Francis invites applications for a full-lime faculty position at the Assistant Professor level beginning August 1992. Teaching includes instruction in music for several education, for a teaching minor latter than the elementary education program, and for a music minor program. Other duties to closure for sacred/religious music and colculatoration with the full-lime art faculty at the college. Consilications include doctorate in an appropriate displaine; experience in college teaching professibly in a liberal arts/general education context; experience in the administration and direction of a choral group. The College of St. Francis is a Cathouc college offering programs in the state of the second proportion of a choral group. The College of St. Francis is a Cathouc college offering programs in the liberal arts and sciences as well as professional, pre-professional and career programs at both the undargraduate and grade-

Music: Artist/Teacher of Trumpet to start September 1, 1992. Rank and salary open; tenure-track. Proven excellence in university teaching; outstanding chamber music and solo performance ability; demonstrated ability in structure to the salary open performance ability; demonstrated ability in structure tracer in successive knowledge of trumpet repertoire and pedagosy; appropriate muster's degree required; doctorate preferred, but professional experience may substitute. Teach stude trumpet to undergraduate and graduate students; other teaching or conducting as pecessary; recruit outstanding trumpet students; perform solo rechals and chamber music with the Pacity Brass Quintet and other faculty artists. (Principal

Music: The Ohio State University, Department of Music. Assistant Professor, Music. The Ohio State University at Newark is seeding an Assistant Professor for a full-time, 9-mouth, tenure track position in the Motic Department. Dutles include: teaches courses in music education, including fundamentals of music and obmentary music methods; conducts choral case ambles and/or music appreciation, class voice and class plano; performs service functions. Doctoral degrees in music education; considerable experience touching K-12; specially is open; expertise in choral directing, vocal or riano pedugoty and musics of diverse societies desired. Position sterting Autumn Quarter, 1992. Sterling ealery: \$24,969.

# Drexel University

DIRECTOR OF GRADUATE (PART AND FULL-TIME) AND UNDERGRADUATE PART-TIME ENROLLMENT

Drexel University consists of six colleges: the College of Arts and Sciences, the College of Business and Administration, the College of Engineering, the Evening and University College, the College of Information Studies, and Nesbitt College of Design Arts. The combined enrollment of these six colleges is approximately 12,000. High quality graduate programs are offered at the masters and

Drexel University operates one of the largest co-operative education programs in the nation. Over 1900 business institutions located in 29 different states and nine foreign countries "cooperate" with Drexel by enabling students to acquire practical experience related to university studies though paid employment. Drexel intends to build an exceptionally strong enrollment

management effort. A key factor in future enrollment success will be our ability to enroll graduate (part and full time), undergraduate (part-time), nontraditional, and international students.

The new director will be working in a highly professional environment with a dedication to personal service, contact with students and influentials, use of research in enrollment decision making, and aggressive staff development programs. Each candidate should:

 Have a thorough knowledge of the key success factors for the enrollment of high quality students. This population includes full and part time graduate, non-traditional and part-time undergradu-

Be able to network within the academic community. Be able to

work well with faculty and deans of the university. Be able to work with other universities and the business and organizational community in terms of recruitment and program

Appreciate the importance of quality in the overall mission of

 Have knowledge of alumni and other volunteer programs. · View the use of volunteers as essential to the success of any en rollment effort.

 Be able to use data effectively to monitor the progress of the enrollment effort and to improve and develop enrollment strategy. Show the capacity to develop successful communication strategies

with a heavy emphasis on personal contact. · Have a commitment to the development of staff. Must be able to design and implement effective training programs.

- Have knowledge of team and small group behavior. Must be able to work with teams to produce enrollment results.

Be willing to work as a member of a team.

 Have an appreciation of technology and the role of technology in loday's world. Have a commitment to diversity in enrollment of minorities,

women, and the disabled.

Have the ability to develop and support an aggressive "people oriented" direct contact program to achieve enrollment goals. Have knowledge and experience with the enrollment of interna-

tional student · Be committed to grow and develop in the profession of enrollment

Be committed to hard work and long hours.

The successful candidate must have at least four years of experience at the director level. A master's degree is required.

Review of applications will begin February 24, 1992 and will continue until the position is filled. Women, ethnic and racial minority group members, Vietnam-era veterans, and disabled persons are encouraged to apply. Candidates must submit a letter idicating specific accomplishments and strengths relevant to the characteristics sought, a resume detailing faculty/administration interfaces and functional details about relevant work expererience, and a concise work sample ( plan, reports, etc.) that may display to the search committee qualities relative to the tasks of the position

#### Search Committee

C/O Gary L. Hamme Dean, CO-OP and Career Services **Drexel University** 32nd and Chestnut Streets Philadelphia, PA 19104

Drexel University is an equal opportunity/affirmative action amployer

Music: Chair of 15 faculty, 60 major Music Department. Tenure track. Normal administrative responsibilities, including funding and recruitment activities. Teaching duties determined by departmental needs, to half sine. Twelve-month position begins july 1, 1992. Qualifications: Administrative experience, strong leader ship skills, extensive college-level teaching experience, terminal degree in music. Rank and aslesy commengurate with qualifications. Review will begin March 16, continuing until posi-

Music: Assistant Professor of Music. NASM accredited Department of Fine Arts (Music, Art, Theater). Teaching strengths in composition/hierory with proferred supplied instrumental area in woodwinds or strings. Earned doctorate required. Reply to Dr. George Cribb, Chsir, Music Search Composites, Gardner-Webb College, Bowding Springs, North Carolina, 28017. Cardner-Webb is supported by the Eaphis State Convention of North Carolina and employed persons who participate in and wholeheartedly support the water system of the Christian Church. EOE.



#### DIRECTOR

#### CENTER FOR THE ENHANCEMENT OF TEACHING

DePaul University seeks an innovative and creative individual to direct its newly created Center for the Enhancement of Teaching. a university-wide Center that will offer a range of services to faculty. The Center will provide services such as: coordination and establishment of mentoring arrangements; facilitation of on-cam-pus and inter-institutional networking of faculty; dissemination of information and funding to facilitate faculty attendance at external pedagogical workshops and conferences; and development of oncampus activities designed to promote instructional quality, among others. The director will also chair the Quality of Instruction Council, an interdisciplinary faculty committee that promotes and funds projects that support the improvement of instruction. This position offers both teaching and administrative responsibilities.

Applicants should be qualified for the rank of tenured Associale Professor or above in one of the University's schools or colleges (Commerce, Education, Law, Liberal Arts & Sciences, Music. School for New Learning, Theatre); recognized achievement in teaching; administrative experience; demonstrated ability to secure external funding; commitment to cross-disciplinary collaborations and experience with diverse populations.

#### Application Procedure:

Applicants should submit a letter of application, current vita and three letters of recommendation with telephone numbers to:

Dr. Donna Younger, Chair of the Search Committee Center for the Enhancement of Teaching DePaul University School for New Learning 243 S. Wabash, 7th Floor Chicago, IL 60604 (312) 362-8099

Salary is competitive and commensurate with experience. The position is available July 1, 1992. Screening will begin April 1, 1992. The search will continue until an appointment is made. DePaul is committed to cultural and linguistic diversity and strongly encourages were and injurising to confirm ages women and minorities to apply.

### Disabled Employee **Programs Coordinator**

The California State University seeks an administrator to develop/implement systemwide policy/programs for compliance with regulations protecting and affirmative employment of disclosed persons including expanded recruitment, promotion of contract and grant support for the system's twenty campuses, and management of the systemwide assistive device program. Demonstrated leadeship/accomplishments in disabled persons programs (advocacy, implementation, compliance, or enforcement) required; a doctorate from an accredited institution preferred.

The CSU has an altractive management compensation package

The CSU has an altractive management compensation package with benefits which include health coverage for pre-existing conditions. Salary is commensurate with qualifications and experience. The CSU has a funded reasonable accommodations program. The location of this position may be at the systems benefit when the control of the position may be at the systems.

location of this position may be at the systems headquarters or one of its campuses. Full position announcement is available in adoptive media. Resume review is through 4-13-92, or until position is filled. Persons with disabilities, women, and ethnic minorities are strongly encouraged to apply. Sand resume to: The Catifornia State University, Office of the Chancellor, 400 Golden Shore, Suite 112/FSR-3C, Long Beach, CA 90802.



Music: Artist/Feacher of Voice and Opera to start September 1, 1992. Rank and salary open, tenture-track. Outstanding shilly to perform as vocalist (soprano or tentor preferred); demonstrated success as studio voice teacher and opera director/producer; ability to teach diction classes. Decrorate preferred; master's degree strongly pre-typed, but professional experience may substitute. Teach graduate and undergraduate precessionales, professional experience may substitute. Teach graduate and undergraduate precussionales, Publication resort will strengthen consideration.

Additional experience and interest to fazz

Prived, but professional experience may substitute. Deep residual committee to the professional experience may substitute. Deep residual professional continuation of the continuation of



#### SEARCH REOPENED

### **CONTROLLER**

#### Lincoln University of Missouri

Lincoln University of Missouri, a land-grant institution with a student body which exceeds 4,100, invites applications and nominations for the position of Controller. Reporting to the Vice President for Business and Finance, the Controller is responsible for the university-wide administration of all accounting and financial reporting operations including, but not limited to: accounts payable and receivable, student accounts and accounting, cash management, payroll, annual audit, financial analyses, and all other accounting functions.

analyses, and all other accounting functions.

QUALIFICATIONS: A Bachelor's degree in accounting or a related area and at least five (5) years of progressively related experience, three of which are required to be at the supervisory level. A Master's degree or CPA is highly desirable. A viable candidate must possess a thorough knowledge of computerized accounting systems. Financial reporting tachniques and requirements, successful supervisory experience in fiscal operations, and excellent organizational and communicative skills. Knowledge of fund accounting practices and procedures will be a plus. Preference will be given to individuals with financial management and supervisory experience in a college or university.

Salary and bonofits package are competitive.

Salary and benefits package are competitive. The anticipated start date for this position is June 1, 1992 or soon thoreafter. Screening will commence on April 13, 1992, but nominations and applications will be accepted for consideration until the posi-

APPLICATION PROCESS: (1) Sond letter of application; (2) current résumé; and (3) names and addresses of three references to: Personnel Office Lincoln University 820 Chestaut Stroet Jefferson City, Missouri 65102-0029

Letters of recommendation and transcripts will be required of all finalists.

#### Director, Counseling and Psychological Services Center including Disability Services

West Virgints University, one of only 38 public universities in the United States that serves as both a research and a land-mant heditution, is searching for a person qualified by training and significant expertences to be the Diffector of the Counseling and Psychological Services Center/Disability Services starting July 1, 1992. WVU consists of 15 schools and DECCOUNTY.

The Center has an APA approved Internship Training Program in Professional Psycholo-sy. The staff includes nine doctoral and three master's level individuals with an average of over twelve years' experience with college students.

Over twelve years' experience with college students.

QUALIFICATIONS: Doctorate from an APA accredited training program and intumehip.

By sears' experience including three years' experience in administration in a university counseling center with an APA accredited internship program, licensistic in West Virginia, experience with student disabilities services, and consultation experience with a variety of services and departments throughout a university community. Opportunity for faculty appointment and teaching in APA accredited doctoral programs in clinical and counseling matchinical.

Application Process: Submit a latter of application with vita. Request three letters of recommendation be submitted to the chair Deadline: Screening of applicants will begin

Nominations and applications should be sent to Neil Bolyard, Chair, Search Committee for Director of CPSC, P. O. Box 6004 West Vinginia University, Morganizum, West Vinginia

WEST VIRGINIA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

sry choral methods, supervise and evaluate secondary choral student teachers, and secondary choral student teachers, and secondary choral students. Master's degree required decelorate preferred. Demonstrated success as a shoral conductor. Experience and success as a secondary music educator. Entimisam for and demonstrated ability in recruitment of students. Send letter of application, curriculum vites, at least free current references, transcripts of all college/university study, and supporting materials, including programs and tapes of performances, or Personnel Office, Choral Search Committee, Personnel Office, Choral Committee, Personnel Committee,

Music: Director, University Wind Ensembles, Appintment-September 1992. Candidate responsible for recruitment of students for wind and percussion programs will serve as ilaison to high school and community college wind programs. Other duties may include applied music, instrumental nothods or conducting. Candidate must have extensive knowledge of wind by

or equivalent required. The music programs offered by the College of Fine Arts, have strong components in musicianship. Candidates for this position should have strong preparation and a record of scheecement in such areas as solo performance; conducting; instrumental or vocal pedagors; or other areas of the discipline with post recent activity related to the music industry. Candidates must have successful record of full-time teaching experience in a four-year institution, acceptable credentials and experience for appointment to eliter the Assistant or Associate Professor music as a business associated with music as a business associated with music as a business associated with music fudus try careers. Managenia, financial community, and have a thorough knowledge of music as a business associated with music as business associated with music fudus try careers. Managenia, financial community.

AA.

Australia and the Music Department at the University of Wisconsin Oshtosh seeks candidates for a tenure-track assistant professor position in Music Education. The Music Department and the Theatre Area, is part of the Fine and Performing Arts, bivision of the Colego of Letters and Science. Responsibilities: Serve as the Coordinator of the General and Choral Music Education Program. Teach courses in seneral and choral music education. Supervise the disciplination of the Computer applications. Requirements: Barned doctorate in music education to include computer applications. Requirements: Earned doctorate in music education Minimum of five years' college teaching experiences in general and choral music education. Minimum of three types of teaching at the elementary/secondary school level. Proven experies in computer and MIDI Inferrey required, Candidates and expected to have the ability to recruit music students; to work with routin action music teachers and administrators; to possess excellent musical stiffs; and to have experienced to have the ability to recruit music students; to work with routin action music teachers and administrators; to possess excellent musical stiffs; and to have experienced to have the ability to recruit musical students; to work with routin action music teachers and administrators; to possess excellent musical stiffs; and to have experienced to have

#### **University of Michigan-Flint DIRECTOR OF INSTITUTIONAL ANALYSIS** AND BUDGET

The University of Michigan-Flint invites applications and nominations for the position of Director of Institutional Analysis and Budget.

Responsibilities
Direct institutional analysis activities including the preparation of reporting requirements to governmental agencies, external organizations, and the University. Oversee the preparation of institutional studies on four make surveys specific to student outcomes research. Coordinate the development and preparation of institutional operating budgets, including malatenance of budget data and master budget file. Plan and manage the preparation of state appropriations request documents. Provide functional and administrative supervision of support staff. The Director of institutional Analysis and Budget reports directly to the Vice Chancellor for Administration.

Qualifications

A Master's degree in business administration, higher education administration, operations research or related field, or an equivalent combination of education and experience. Considerable experience in operations and research and increasingly responsible administrative positions. Considerable knowledge of statistical and financial analysis; reasonable knowledge of budgetary and accounting principles is necessary.

#### Compensation Starting salary \$40,000-\$50,000.

University
The University of Michigan-Flint is one of the two regional campuses of the University of Michigan. The flint campus is an urban campus of 6,500 students and is located 50 miles north of the main campus at Ann Arbor.

Closing Date
Please submit your résumé, salary history, and the names, addresses, and
phone numbers of three references to:

Suzanne Martin. Chair Director of institutional Analysis and Budget Search Committee 234 University Pavilion University of Michigan-Flint, Flint, Michigan 48502-2186 Please have the requested Items to our office by March 30, 1992.

The UM-Flint is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

\*

# STLAWRENCE UNIVERSITY

#### **Director of Higher Education Opportunity Programs**

St. Lawrence University seeks to appoint a Director of our Higher Educa-tion Opportunity Program, a program supported jointly by funds from the St. Lawrence University seeks to appearing a precisor of our rugner ranse-tion Opportunity Program, a program supported jointly by funds from the University and the New York State Department of Education. We hope to continue a long and excellent record of recruiting and retaining economi-cally and educationally disadvantaged students who can profit from higher education but who otherwise lack the means to attend St. Lawrence.

The successful candidate must have at least a Master's Degree and excelent interpersonal and communication skills. Previous experience in opportunity programs is highly desirable. A strong commitment to fastering multiculturalism and the ability to work with diverse constituencies are tequired. The appointment will begin July 1, 1992 or at another mutually measurable data.

Nominations and applications with the names, addresses and phone numbers of four professional references should be sent as soon as possible to:

Dr. Donna M. Fish Associate Dean for Academic Affairs 106 Vilas Hall St. Lawrence University

Screening of applications will begin on March 23, 1992 and continue until a suitable candidate is found.

St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

**RULLETIN BOARD: Positions available** 

#### **DIRECTOR OF** INTERCOLLEGIATE ATHLETICS

University of Northern Iowa The University of Northern lows is accepting applications and nominations for the position of Director of Intercollegiate Athletics. The Director leads a four person management team which is responsible for directing nineteen men's and women's sports programs competing at the NCAA Division I level in both the Missouri Valley Conference and Colleway Conference.

the Missouri Valley Conterence and canceway Contentate.

QUALIFICATIONS: Master's degree preferred and Bachelor's degree required Preference will be given to candidates with a minimum of five years' administrative experience in intercollegiate athletics, demonstrated commitment to operational excellence and integrity; composence as an administrator and effective leader; success in marketing and fund raising; the ability communicate and work effectively with diverse publics within the University as well as the larger community; a working knowledge of NCAA rules and regulations and evidence of ability to develop and implement long-range plans. nons and evidence of ability to develop and implement long-range plans.

AVAILABILITY AND COMPENSATION: The position is a twelve-month administrative appointment with compelltive salary and frings benefits. The starting date is negotiable with the expectation that the Director will begin no later than July 1, 1992.

NOMINATIONS AND APPLICATIONS: Applications must include (a) formal letter of application with a personal statement of qualifications, (b) current résumé, (c) brief statement describing the applicant's philosophy of the administration/management of intercollegiate athletics in the 1990's, and (d) three letters of reference.

REVIEW AND SCREENING PROCESS: Review of completed applications will begin March 30, 1992, and will continue until an appointment is

Applications, nominations, and inquiries should be addressed to: Dr. Lyle Schwarzenbach, Chair Athletic Director Search Committee 224 Gilchrist University of Northern Iowa Cedar Falls, Iowa 50614-0003 Phone: 319-273-2382 Fax: 319-273-3519



UNI is an Equal Opportunity Educator and Employer with a comprehensive plan for Affirmative Action

#### DIRECTOR American Academy of Nursing (AAN)

#### AN ORGANIZATION YOU CAN **WORK FOR WITH PRIDE**

We currently have an excellent part-time opportunity available for a well-organized, highly skilled professional at our new headquarters in Washington, D.C.

Reporting to the Executive Director of the American Nurses Association, you will be accountable for all operations of the academy, (i.e. scientific, policy, financial, and administrative activities), in accordance with the policy directives of the AAN Governing Council. In addition, you'll act as a professional health policy liaison with ANA and other private and public agencies concerned with the formulation of health policies, and advise the Governing Council and academy fellows on emerging trends and issues relevant to the future-oriented health policy initiatives of the academy.

Successful candidate will be a Registered Nurse with a Doctoral degree and 15+ years' of nursing experience in a leadership position demonstrating nationally recognized scholarly achievements, health policy experience and success in fundraising. You'll also have extensive knowledge of health science, health policy and health care delivery issues as they relate to purpose service as well as experience. issues as they relate to nursing practice as well as superior interpersonal, communication, and writing skills.

Interested and qualified applicants should forward resume with salary expectations to: Mary Osbourn, 1101 14th St., N.W. Suite 200, Washington, DC 20005. EOE M/F/H/V.

isoning theories. A sustained record of scholarly achievement/accomplishments is expected. Starting date is September 1, 1971; many competitive. September 1, 1972; deadline for applications of April 1, 1992; deadline for applications of April 1, 1992; Send letter of applications, resume, time current letters of recommendation, and official transcripts to Chair. delian, and official transcripts to Chair, Music Education Search Committee. Department of Music, University of Wascomia Oshkosh, Oshkosh, Wascomian Sakoth, Oshkosh, Wascomian Sakoth, Wascomian Sakoth, Wascomian Sakoth, Wascomian Sakoth, Wascomian Sakoth, Wascomian Oshkosh is a campus of 11,000 students located in the Fox River valley of northeastern Wiscomian is a campus valley of northeastern Wiscomian is a campus of the Committee of the Comm

Muccology: Anticipated faculty position. Primary physical properties and misconstruction in Barocase music, preferrity that of the 17th century. Additional aspertite is destrable in one or more 30th-century music, opera, now-Western 1980 expected. Tentur tract; rank and saling dependent on qualifications. Begin provided in the properties of the control of the cont

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### **RESIDENCE LIFE**

Set in the rollings hills of southeastern Ohio, Ohio University is a classic residential campus with a population of 17,000 students representing every state and over 90 countries. Nearly 7,000 students live in our 40 residence halls, which are located on three residential "Greens." The Department of Residence Life is committed to its goals of community, human development, tolerance, and living/learning, and seeks staff members who desire an opportunity to develop professionally while making a difference in students. Tives.

Resident Director: The Resident Director supervises 1-4 halls housing up to 550 students, 10-20 Resident Assistants and, in some cases, a graduate assistant. Other dutes include community and human development, programming, teaching the paraprofessional training class, and departmental projects. Master's degree preferred. Bachelor's degree and one year of full-time related experience required. 10-month presidential contract. Salary range of \$14,800-\$17,800, furnished apartment, meal plan, full fultion waiver, and other standard benefits.

Assistant Resident Director: Acceptance into a graduate degree program required for employment. Preference given to students enrolled in the Student Personnel Program. The Assistant Residence Director assists in the supervision of 1.4 halls and 10-20 Resident Assistants. Other duties include community and human development, programming, leaching the paraprofessional training class, and departmental projects. 10-month contract, stipend of \$3,600, furnished apartment, meal plan and full tuition waiver.

The application deadline is April 10, 1992, although applications will be accepted until the positions are filled. Early applicants will be considered for prearranged interviews at NASPA. We strongly encourage ethnic minority, women, gay and lesbian, and physically challenged application. Send letter of application, resume, and the names, addresses, and phone numbers of three

Joseph A. Burke Director of Residence Life Ohio University 050 Chubb Hali

An Equal Opportunity, Affirmative Action Employer

### University of Maryland

#### Department of Resident Life **AREA DIRECTORS**

The Area Director is responsible for the supervision, training, behavior management, programming and other day-to-day functions of a residential area. These areas are high-the communities housing primarily first and second year students. Reporting to an Assistant Director, Area Directors work closely as team members with other staff and are charged with the student development aspects of residence life. The Area Director supervises 2-3 graduate resident directors and 16-24 resident assistants. This is a 12-month, live-on campus position. The start date is July 1, 1992.

Qualifications: A Master's degree in Student Personnel or related field and two years' full-time residence half experience are required

The salary is \$18,000 with fultion, health and retirement plans and a furnished apartment among the excellent benefits. To apply, MINORITY APPLICANTS ARE STRONGLY ENCOURAGED TO APPLY. For lest consideration, submit a resume and the names, titles and telephone numbers of three professional references by April 6, 1992 to:

Area Director Search Department of Resident Life 01 IO Cumberland Hall College Park, MD 20742-9551

We will be interviewing at NASPA in Cincinnati, Ohio. EEO/AA/Title IX

degree in clinical teaching area required for renewable teaure track, positions. Two years of nursing practice experience required, Send letter of application, vita and fluree letters of reference to: Dr. Lois J. Mernii, Dean, College of Nursing, University of Nursin Dakota, P. (3). Box 8193, Grand Forks, North Dakota 82020, or call (701) 777-4322. UND is an equal opportunity, affirmative action employer.

years of mirsing practice experience so the spanied. Send letter of application, vits and turee tenters of reference to: Dr. Lois J. Mernitl, Dean. College of Nursing University of Nursh Dakots \$202.0 ccall (701) 777-4522. UND is no equal opportunity, affirmative action comployer.

Nursing: Dynamic, creative faculty sought for tenure track positions in NLN-accredited moster's program in rural university. Master's in ourning and carned doctorate in nursing or related field required. Climical specialist background in family or mental health aursing preferred, maternal-child, adult considered. Learnins Center Coordinator, part-time, BSN required, also availabel all aursing preferred, maternal-child, and to an account of the preferred and the commensurate with education and experience. Considered Learnins Center Coordinator, part-time, BSN required, also availabel. Salary and rank commensurate with education and experience. Considered Learnins Center Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Learnins Center Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available. Salary and rank commensurate with education and experience. Considered Coordinator, part-time, BSN required, also available and the program of th

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Nursing: Forward thinking, energetic leadtion

AA/BOE.

Nursing: Forward thinking, energetic leadratio program in the exciting intermountain 
west. Applications being accepted for the 
position of Program Director in a baccalauratio program which has 90 basic students, 
and 60 RN advanced pleacement students, 
and fill-time faculty. Position reports to 
the Associate Dena-Chair, Department of 
the Associate Dena-Chair, Department of 
the Associate teaching, retearch and community service required. Master's in aurument years for regulated filed 
and 
and doctorate in nursing or related filed 
to 
required. Contract to begin August 10 
required. C



University Of North Carol

Preparing for the future is what we're all about Tomorrow's leaders are today's University of Month Carolina students We're very proud of our history of strengthening our state and nation by generating the sharp, productive minds that are so vital to the luture. If you'd like to play a wiat role, join in at

#### **Associate Director** North Carolina Health Careers Accese Program

The North Carolina Health Careers Access Program is an interinstitutional program of the University of Morth Carolina system designed to rectual students of color into health care professions through exposure and enrichment activities. Affiliates of the program are located at three other state universities with large minority sudent populations. Must have demonstrated record in attracting extramulal lunds, experience with sudents of color, program evaluation skills and be involved in research on the supply and demand of minority health care workers.

Management and interpersonal skills, and ability to travel
Doctorate preferred, Master's degree required. Health care professional or parson with health related experience given preference over other candidates

Position available July 1, 1992. Minorities/Women applicants enviouraged, Solumi letter of interest, curriculum vita and four letters of reference by April 10, 1972 to, Dr. Bobert I. Thorpe, Search Committee Chair, c/o NC Health Careers Access Piogram, CB # 8010, 720 Airport Road, Suite 100, UNC-Chapel Hill, Chapel Hill, NC 27514-5737. An Equal Opportunity/Alfirmative Action Employer.



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A Precious Resource For Nearly Two Centuries

#### **Assistant Director of Residence Halls UPPER IOWA UNIVERSITY**

Upper lowa University is a small, lour-year, independent liberal arts institution, founded in 1857. The University is located in scenic northeast lows near two large recreation areas. It is written 3.5 hours driving distance from Minneapolis, 4.5 hours from Chicago, and 3 hours from Oes Moines.

The University is seeking an enthusiastic, creative, student-oriented profe able to relate to students, faculty, and staff. RESPONSIBILITIES: Assists the Director in supervision of residence halls, planning recta-ational and social activities, and counsoling. Advises multi-cultural groups and develops and provides educational programs.

and provides educational programs.

QUALIFICATIONS, Master's degree in student personnel or related field with three years of residence half and programming experience required; experience in working with ethnically diverse groups beneficial. Demonstrated kadership, communication, and supervisory skills. Ability to plan and organize work and to assess needs of special interest groups is important.

groups is important.

ARY: The appointment is a 12-month, live-in position. Salary is highly competitive and commensurate with experience.

APPLICATION PROCEDURES: Screening will begin March 1992 and continue until the position is filled The expected starting date is negotiable, but no later than April 1, 1992. Send letter of application, resumel, and three letters of recommendation complete with telephone numbers to: Braulic Caballero, Vice President for Student Services, Upper Iowa University, P. O. 8ox 1857, Fayette, IA 52142. An AA/EOE. 

campus/outreach sites. Qualifications:
Master's in Nursing required; a Ph.D. in Nursing or related field preferred; current clinical experience; teaching experience required, preferably at the baccalcureate level. National certification required for the Nurse Practitioner robultons. Rank and salary are commensurate with credentials. Applications will be reviewed beginning March 1, and continue until the positions are filled. Send résund to: Chair, Nursing Faculty Search Committee, Division of Nursing, Corpus Christ, Tenas 78412, or call (512) 994-2647.

Nursing: Faculty applicants are invited to apply for positions in Adult Health, Material-Child, and Community and Mental Health Nursing and Nursing Services Administration for Spring 1992 and/or 1992-91 Academic Year to teach in baccelaureste and master's programs. Qualified applicants must hold a Master's destree in appropriate specialty uses; doctorate preferred and required for tenure-track positions. Prior plancial and teaching experience required, preferrably in baccalaurents and master's programs. The School of Nursing is NLN-accredited and in an academic

Nursings Four faculty positions available in beautiful southern coastel city, academic beautiful southern coastel city, academic beautiful extence center covironment with undergraduate, graduate program with proposed Ph.D. Positions available Fail, 1972. Exprofenced faculty to teach adult bealth, psychiatric mental bealth and community health. Primary assignment in undergraduate curriculum, Ph.D. required with MSN. Competitive salaries and laculty rank commensurate with education and experiegoe. Direct inquires to: Dr. Sharon E. Hofficac. Direct inquires to: Dr. Sharon E. Hofficac. Dean, College Nursing, Medical University of South Carolina, South Carolina 29425.





**BULLETIN BOARD:** Positions available

University of Central Florida

College of Health and Public Affairs

Director of Development/

External Relations

The College of Health and Public Affairs at the University of Central Florida is seeking a Director of Development and External Relations. The Director will report to the dean, and work with department chairpersons and the university development office in a variety of development and community relations activities. These activities will include fund raising, annual fund campaigns, alumni relations, college publications and relationships with external constituencies.

The university is planning to undertake a capital campaign. The college has extensive support from the community, especially from the health care industry, and significant opportunities for development.

The successful candidate must be self-motivated and possess strong organizational, leadership, interpersonal and communication skills. Candidates should have a record of successful development experience in a variety of giving programs—alumni, individual, corporate and foundation. This position requires a creative individual with the energy and imagination to build a strong development program in a university setting where such efforts are highly valued.

The University of Central Florida is located in Orlando, Florida, a community offering an unparalleled quality of life and diversity of work and leisure opportunities. The university enrolls approximately 22,000 students in five colleges and is expected to grow to about 35,000 by the end

The position requires a minimum of a bachelor's degree in an appropriate field and three years of experience. Salary is competitive and includes an attractive benefits package.

Screening of applications will begin on March 20, 1992. Please send nominations and/or letters of application, resume and the names, addresses and telephone numbers of three references to:

Robert N. Gennaro, Chair Development Search Committee College of 1 holith and Public Affairs University of Central Florida Orlando, Florida 32816-02(x)

The University of Central Florida is an affirmative action, equal opportunity employer. As an agency of the State of Florida, UCF makes all search records available for public review.

fou will share in the management of a residence hall housing 500-

Tou wishare in the management of a rostifence hall nousing sou-600 students, utilizing structured goal setting and evaluation melhods and student development theory as a base for enhanc-ing student lile. Manage a 24-hour desk operation; advise student groups; share in the training, supervision and evaluation of resi-dence staff; programming; discipline; administrative responsibili-ties for aspects of hall operations and facilities management.

Requires a Bachelor's Degrap or equivalent combination of edu-cation and experience, plus a minimum of 2 years' provious residence hall experience. Compensation package includes a starting salary of \$10,900, accommodations and meals (valued at \$6000), telephone, 12 credits of remitted tuition; comprehensive

benefit package (valued at 30% of salary); 15 days pald vacallon aller one year; and the opportunity for professional development. Appointment is full-time for the nine-month academic year. Starting date is August 3, 1992.

Priority consideration will be given to complete applications received by April 15, 1992. Send a letter of application, resume and at least two current letters of reference to: Search Committee, Department of Human Resources, Skytop Offices, SYRACUSE UNIVERSITY, Syracuse, NY 13244-5300. Representatives from the Search Committee will be attending ACPA, NASPA and the Oshkosh Placement Exchange. Search Committee will contact qualified candidates to one arrange interviews. For

les vill contact qualified candidates to pre-arrange interviews. For further information contact: Mary L. Langlie, (315) 443-3637. An Equal Opportunity/Affirmative Action Employer.

MARYWOOD COLLEGE

Marywood College, an independent, comprehensive Catholic college in Northeast Pennsylvania, invites applications for the position of Director of Development

The successful candidate will be responsible for planning and managing the College's fund-raising activities including the Annual Fund and capital giving. Supervisory responsibility will include prospect research, corpoistellound nelations, annual giving and campaign office. The Director reports to the Vice President for Development and Public Relations.

Managed College's responsibility will be responsible to the Vice President for Development and Public Relations.

Maywood College is preparing to enter into a comprehensive campaign in which the Director of Development will have major responsibility. Capital campaign knowledge is desired. The years of increasing responsibility in a successful, comprehensive fund-raising program within a College are preferred. A bachelor's degree, excellent communications skills and lead-ship are required.

**ASSISTANT** 

**RESIDENCE** 

DIRECTOR

#### LIBRARIAN POSITIONS University of Hawaii Library. Honolulu, Hawaii

The University of Hawaii Library is seeking forward looking, creative and innovative librarians to join our faculty. Util is an EEO/AA Employee actively seeking to increase diversity among its faculty.

GENERAL MINIMUM REQUIREMENTS: ALL RANKS: MLS, knowledge relevant to the position. At RANK III: three years of experience relevant to the position and 24 postbaccalaureste eredits. RANK IV requires a second Master's degree and at least 7 years of academic library experience. Twelve years of relevant academic library-experience are required at RANK V.

ADDITIONAL REQUIREMENTS:

Head of Asis Collection-Librarian IV or V topen recruitment first screening date March 1, 1992. Experience in an Asian collection or related academic library experience, working facility in at least one Asian language, proven effective administrative/supervisory experience, and evidence of involvement at regional, national and international levels.

Korenn Specialist-Libratian II or III ülendline extended to April 15, 1992. Native level competence in Korean, ability to work with Korean and English language material, ability to Romanize Korean Characters.

Assistant Head of Monographs-Librarian II or III (deadline April 15, 1992). Relevant acquisitions/cataloging experience, effective interpersonal rela-tions, and demonstrated supervisory skills/potential.

Original Cataloger-Librarian II or III (deadline April 15, 1992). Relevant knowledge/experience with AACR2 and MARC formats, effective interpersuand skills, ability to work in an automated network environment. Working knowledge of at least one foreign language is desired.

Science Reference-Librarian III (dendline extended to April 15, 1992). BA or stronger in Science; arience reference experience; demonstrated effectiveness working with students, faculty and staff; initiative, flexibility and

General Reference with Music Specialty-Librarian II or III (deadline extended to April 15, 1992). BA or stronger in Music, effectiveness in working with students, faculty and staff, obility to communicate effectively orally and in writing, Desired qualifications include knowledge of computer applications in instruction, previous experience in music reference and collection development, experience in audiovisual arrices, and a specialization in ethnomusicology.

Salary Ranges: Librarian II; \$31,116-\$46,056; Librarian III; \$36,408-\$53,892; I.Ibrarian IV; \$44,280-\$65,568; Librarian V; \$51,816-\$76,704.

The University of Hawaii at Manoa is the major research campus of the UH system. Enrollement is 18,500. Doctorates are granted in 45 fields including Music with an Ethnomusicology emphasis. The University stresses Astronomy, Geophysics. Ocean Sciences, Tropical Agriculture, Asian and Pacific Studies as its areas of excellence. The Library has a staff of 166.5 FTE, a collection of over 2.5 million volumes and a budget of over \$11 million. It is a member of ARL, CRL and an Associate Member of RLC. The library uses OCLC and RLIN as bibliographic resources, and has implemented CARL automated software for the public catalog, circulation, acquisitions, cataloging and serials functions.

Benefits include vacation and sick leave accrual at 14 hours per month cach. 13 paid holidays, choice of group medical insurance and state retirement. Librarians hold faculty status and are represented by the faculty-wide exclusive bargaining agent, the University of Hawati Professional

- For full position information including desired requirements: call (808) 956-2472; fax (808) 956-5968. To apply: send letter of application, résumé and names of three references to Jenn Ehrhom, Associate University Librarian, University of Liawati Library, 2550 The Mall, Honolulu, HI 96822.



STUDENT AFFAIRS OFFICER III (APS-4)

The Educational Opportunity Program/Student Affirmative Action Program (EOP/SAA) works to increase student eligibility for admission to the University of California, assisting in matriculation, transition, and graduation from the University. The EOP component's primary responsibility is in the area of preparation.

This position is responsible for implementing the stated goals of the EOP/SAA program through management of the staff, financial resources and physical facilities assigned to the Black/White components. The student clientele is primarily African American students throughout California, with special emphasis on Inner city school, and low-income white students, many of whom

are re-entry.

Requirements: Equivalent to M.A. Demonstrated management and supervisory experience. Experience working with African American students from Inner city schools and low-income white students. Excellent oral and written communication skills. Demonstrated experience researching and designing program. Knowledge of higher education issues and concerns. Refer to job #92-02-003 BE. Apply by 3/16/92. Send résumé to:

Personnel Services/Employment Unit University of California Santa Barbara South Hall, Room 3607 Santa Barbara, CA 93106

Nursing: Community Addictions Nursing. Pull-time nosition, Assistant Professor leving and surface and the University of Maryland School of Nursing. Seeking expert applicants with academic/clinical apprience in the field of addictions. Criteria include; Eligibility for Maryland registered nurse licensure: Master of School of nursing or retained field; strong research, publications, and university eaching proficiency; certification in addictions or related field. Reappossibilities include teaching, supervising student research, tweloging cinical sites, conducting own research, Sakary commenciants with education and experience. Forward curriculum vitae, letter of interest, names of references to: Dr. Mary Ann Eells, Associate Professor, University of Maryland School of Nursins, 653 West Lombard Street. Baltimore, Maryland at Baltimore is an Affirmative Action, Equal Opportunity Employer.

#### **UNIVERSITY OF DUBUQUE** Office of Student Life

#### **Director of Student Activities**

Responsibilities include directly assisting the Vice President for Student Life in the leadership of the Student Life Office; developing a comprehensive artivides program; advising the Student Activities Board and Greek (local) organizations; coordinating summer programs.

Qualifications include a Master's degree and 3-5 years' professional experience in student activities or residential programming; preference for a small college atmosphere; demonstrated leadership and organizational ability; high energy level and a goal of attaining an upper-level administrative position.

#### **Director of Counseling Services**

Responsibilities include providing individual and group psychological counseling: crisis intervention resource; help train RA's as peer counselors; serve as italison with area mental health resources; and supervise the Placement Coordinates.

Qualifications include Master's degree in clinical psychology, social work or courseling, minimum 2 years' post-Master's experience working with collegeage individuals; knowledge of college student courseling concerns and student development; preference for work in a small college atmosphere.

The University of Dubuque, located in picturesque Dubuque [pop. 65,000] is an independent college and seminary related to the Presbyterian Church [U.S.A.]. Emphasis is placed on application and synthesis of knowledge, communication and understanding among people of different cultures [25% of UD's student body is foreign or U.S. minority], and awareness and stewardship of the environment.

Both appointments are for 12 months and the salaries are competitive and dependent upon background and experience. Positions begin July 1, 1992 and August 1, 1992.

Letter of application; resume; names, addresses and phone numbers of three references; and graduate transcripts should be submitted by April 8, 1992 to:

Bucky Zietz Vice President for Student Life University of Dubuque Dubuque, IA 52001 (319) 589-3128



#### RESIDENCE COORDINATOR

The University of Miami creates stimulating residential communities by facili-tating faculty/student interaction and by providing academic support services in the residence halls. The cornerstone of this effort is a system of residential

A Residence Coordinator is the primary administrator of an area housing 600-900 students. General duties include supervision of staff, administrative oper-ations, leadership for student development programs and work with resident faculty. Remuneration includes salary (\$20,000-\$23,000) for a 12-month ap-pointment plus furnished apartment, administrative meal plan, turition remis-sion, and customary University benefits. Master's degree is required in Stu-dent Personnel or a related field. Familiarity with living-learning centers and or academic, cultural and developmental programs is benefitial. Interviewing at ACPA and NASPA Conferences. Application deadline: April 15, 1992 or until position is filled. Direct inquiries:

Ms. Patricia A. Whitely Associate Director of Residence Halls University of Miami P. O. Box 248044 Coral Gables, FL 33146-5410

The University of Miami is an equal opportunity, affirmative action employer المقاول التأو والأوار والمراوا الإراء المراوا المراوا والمراوا والمراوا والمراوا والمراوا والمراوا والمراوا

Nursing: Loyela University New Orleans, Innovative NLN secredited RN-to-BSN program with off-camputs alies Invites applicants for a full-time, academic year, tenurs track appointment effective Fall 1992. Expertise in community health, health promotion, family health nursing, or health astessment sought. Master's in Nursing required, doctorate preferred. Salary and rank commensurate with qualifications and experience. Send letter of application and curriculum vites to: Dr. B. Wilson, Sauch Committee Chair. Fostilon CCN-2, Box 104. Loyola University, 5463 St. Charles Avenue, New Orleans, Louisians 70;18. Applications accepted until May 1, 1992 or until position filled, Loyola is an Affirmative Action, Equal Opportunity Employer. Members of minority groups and men are encouraged to anotice.

Contact Personnel Office, Darton College, 2400 Gillionville Road, Albany, Georgia 31707-3098. AA/EOE.

Nursingt Loyola University New Orleans, innovative NLN accredited RN-to-ISN program with off-campus alies invites applicants for a full-time, academic year, tenure track appointment affective Fail 1992. Expertise in community health, health promotion, family health nursing, or health astessament sought. Master's in Nursing required, doctorate preferred. Surjust and experience. Send letter of applications and curriculum vites for Dr. B. Wilcon, Search Committee Chair, Position CCN-2, Box 100.

etc. Master's and Doctoral programs. The mean with strong research support for facture with strong research support for facture programs with least an analysis of the strong research support for facture is progressive, metropolitan area, Qualifications for positions include Master's descree in nursing or totaled field, teaching experience, and an active program of research, Junior and Scholor Paculty with teaching experience in the following areas are particularly ended to apply: Nursing of Adults, Psychial-followina Health Nursing. Commantly Health Nursing, and Gerontological Nursing, Fouldings also acceptance for individuals with doctorates and specific Primary Care Nurse Practitioner caperience. Positions Availables: Pall 1992 Academic Venr. Application defaults; April 30, 1992 og until policition is filled. The University of Kanasa is an Affirmative Action, Benai Opportunity Employer and child misonity candidates are encouraged to apply. Seed letters of application with curriculum vites to: Election of Aurisa, University of Kanasa, 1901 Ratiohow Bouleverd, Kanasa City, Kanasa 6160-7981. dembers of minority comps and rises are encouraged to apply.

Members of minority comps and rises are encouraged to apply.

Muraling University of Hawaii at Manoa, in reference to our faculty positions and advertisement which appeared on Pebruary 5, 1992, the first sercening will be done on March 6, 1992.

Muraling University of Colorado Health Science Center, School of Nuraling, "Advanced Research and Art & Science of Center, School of Nuraling, Indiana," "Advanced Research Manoa, and Sciences Center, School of Nuraling, "Advanced Research Manoa, and Sciences Center, School of Nuraling, "Advanced Research Manoa, and Sciences Center, School of Nuraling, "Advanced Research Manoa, and Sciences Center, School of Nuraling, "Advanced Research Manoa, and Sciences Center, School of Nuraling, "Advanced Research Manoa, "A



#### Director of Human Resources

Letters of application and nomination are invited for the position of Director of Human Resources. The Director of Human Resources is responsible to the Vice President for Finance for supporting and furthering the goals of the institution's strategic plan through effective management of the human resources

Connecticut College is a highly selective, coeducational, private liberal arts college in New London, Connecticut, located equidistant between New York and Boston.

RESPONSIBILITIES: Managing the employment function and administering the classification and compensation structure for all non-faculty positions; revising and managing the College's tringe benefit program for all College employees; administering employee relations; developing and implementing in-house training opportunities; implementing the College's Affirmative Action Policy, and developing and implementing College personnel policies and procedures

QUALIFICATIONS: Bachelor's degree required, with Muster's degree in Business Administration, Industrial Relations or related field preferred. Seven to ten years of progressively responsible experience in Human Resource Management required, with three to five years of supervisory experience. Must have excellent com-

Review of applications will begin on February 24, 1992, and will continue until the position is filled. The position is available April 1, 1992. Please send a cover letter, resume, and a list of references

### Connecticut College

Chair, Search Committee for Director of Human Resources ecticut College, Room 111-1, 270 Mohegan Avenue New London, Connecticut 06320

Connecticut College is an Equal Opportunity Affirmative Action Employer and is actively seeking to diversify its faculty and suitf.

#### LOUISIANA STATE UNIVERSITY MEDICAL CENTER

#### **Senior Internal Auditor Positions**

THE LSU Medical Center invites applications and nominations for two Senior Internal Auditor positions. The Senior Internal Auditor will perform or assist in the performance of financial antitor operational audits at the Medical Centers in New Orleans and Shreveport, all associated with clinics, intermediaries, and group practices as assigned by the Director of Internal Audits or the Vice Chancellor for Administration and Finance.

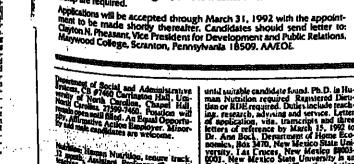
Candidates must possess a Bachelor's Degree in Accounting, Business Administration, or a related field and be a Certified Internal Auditor and or Certified Public Accountant, with a minimum of four years in internal auditing, public accounting or financial accounting.

Desired Qualifications include a Master's Degree in Accounting, Busness Administration, or related field; supervisory experience; health care and/or University auditing experience; experience in EDP auditing and experience in preparing or assistance in the preparation of reports to management; and conducting or participating in conferences with management.

salary is commensurate with experience for both positions The LSU Medical Center is a state supported academic health center with teaching, research and public service programs in allied health professions, dentistry, basic blomedical sciences, medicine and nursing. The total current funds expenditure for FY91 was over \$300 million.

Applications should be sent no later than April 1, 1992, to: Ronnie Smith
Vice Chancellor for Administration and Finance
Louisiana State University Medical Center 433 Bolivar Street New Orleans, LA 70112

LSUMC is an EEO/AA employer.



Department of Social and Administrative strains. CB \$7460 Carrington Hall, United Carrington Hall, Uni

# COLLEGE OF NOTRE DAME

#### **DIRECTOR OF ADMISSION** San Francisco Bay Area

College of Notre Dame is an independent, coeducational, Catholic, liberal arts college serving both undergraduate and graduate students. The College is located on a 100-acre campus in Belmont, 20 miles south of San Francisco. Undergraduate courses are offered in 25 major fields of study leading to Bachelor of Arts, Bachelor of Science and Bachelor of Music degrees. The undergraduate programs are built on a core curriculum rooted in the liberal arts and halanced with career preparation. The diverse student body consists of approximately 1,250 students from 20 states and 33 countries.

The Director of Admission provides leadership for organing assessment and development of marketing and recruitment strategies for freshman, transfer, and evening adult students. This involves working closely with faculty, administration, and Admission staff to maximize the visibility of the College and its enrollment potential.

The Director of Admission supervises five professional and three support staff. The Director reports to the Academic Dean. Salary: Competitive, commensurate with qualifications.

Qualifications: Master's degree and 3-5 years of previous Admission expe-ience at Director or Associate Director level. Numinations, applications and inquiries should be directed to:

Higher Education Administrative Search 3539 West 50th Avenue Parkway Denver, Colorado 80221-1099

With application, please include resume/c.v. and names, addresses and phone numbers of four references. References will not be contacted until the candidate is notified and gives approval Applications received by April 3 will be assured of full consideration. Position start date: July 1, 1992.

CND is an equal opportunity employer.



### **AMHERST COLLEGE**

Search Extended

**Assistant Director of** Annual Fund/Alumni Relations

Authorst College seeks an enthusaastic, organized supporter of undergraduate liberal aits education to manage two important components of its traditionally strong fund-raising alumin relations program, Reporting to the Priestor of Alumni and Paient Relations, the six cessful candidate will support the annual fund-raising and non-lund-raising activities of the Alumni Classes heyond the 25th Reunion. Primary fund-raising responsibilities include management of the Class Agent structure and of the fund-raising plans for the classes. Ambierstratises dose to \$4 million from more than 50% of its alumni body for the annual fund-maintenance of this level of supports is encoded to the College. Non-lund-raising responsibilities include supports on of Class notes to the majozine, annual class events. Reunions, and support of volunteers is a significant component of this position.

Qualifications: But belor's degree; fund-raising and/or alumnt experience preferred; and ox optional organizational and interpresental skills. The surcessful candidate must have a strong commitment to the goals of a liberal arts of the aton and to the importance of the College's relationship with its alumnic. I vening and weekend work and travel are required.

Interested candidates should submit a resume and three references to: Elizabeth Cannon Smith, Director of Alumni and Parent Relations, Box 2220, Amberst College, Andrest, MA 01002-5000. Applications will be considered until the position is filled.

Andress College is an Equal Copportunity. Attaurance Action employer and emonages winders and immunities to apply.

#### DIRECTOR OF STUDENT FINANCIAL SERVICES

The Art Institutes International, a system of privately-field, degree-granting institutions, seeks experienced financial aid personnel for patential openings at its eight campuses located in major metropolitan areas. Excellent opportunity for energetic, creative individuals with at least five years' experience in financial and administration, a Bachelor's degree, thorough knowledge of Tule IV program requirements, management skills, and the ability to work effectively with students and parents. Forward current resume with salary history in confidence to:

Ellen V. Blackmun Paten V. Backman
Vice President, Student Finance
The Art Institutes International
Education Management Corporation
300 Sixth Avenue, Suite 808
Pittsburgh, PA 15222-2598

An Equal Opportunity Employer



Coverage of breaking news that affects higher education - from state capitals, academic conferences.

and campuses throughout the country and the world ---

every week in The Chronicle.

#### RESIDENTIAL LIFE **OPPORTUNITIES**

The Office of Residence Life at Arizona State University invites applications for the following vacancies in our staff for Fall, 1992. All positions require a strong commitment to and understanding of the values of higher education and student development.

RESIDENCE HALL DIRECTOR Plans, organizes and directs the overall programmatic and administrative operations of a residence halfs) of 400-1,000 students. Supervises 1-2 professional Assistant Hall Directors, one secretary, 10-28 Resident Assistants. Coordinates programming, interprets and enforces policy, counsels and advises students. Facilitates a living environment conducive to academic pursuits, social interaction and student development. Responsible for at least one major special assignment project. Requires Bachelor's decree in related field and three years residence half experience or seven years residence hall experience; or approved equivalent. Master's Degree strongly preferred Position range: \$17,003-\$26,369/12 months/DOE. Anticipated hiring range \$17,003-\$17,454 plus apartment, MEALS, full university benefits

**ASSISTANT RESIDENCE HALL DIRECTOR** Assists in planning, organizing and coordinating the programmati and administrative functions of a residence half(s) of 400-1,000 students. Supervises 10-20 Desk Assistants and operation of half desk. Advises hall government, attends hall council and RHA meetings and events. Assists in facilitating a living environment conducive to academic pursuits, social interaction and student development. Responsible for special assignment project. Bachelor's Degree in related field and two years residence hall expenence or six years residence hall experience or approved equivalent required. Position range: \$12,376-\$19,193/10 months DOE. Anticipated hiring range: \$12,376-\$12,763 (10 months) plus apartment, meals, full university benefits, lution

STUDENT ACTIVITY ADVISOR FRATERNITY ADVISOR (ANTICIPATED VACANCY) Assists in the total administration of the Greek Life program.

warver JOH7 1820

coordinates or conducts administrative functions related to the Fraternities. Provides resources, support and leadership for 27 national organizations. Advises Interfraternity Council and Fratemity Judicial board Bachelor's Degree in related field and one year student services experience or five years student service experience or approved equivalent required. Position range: \$14.851-\$23.032-12 months-DOE. Anticipated hiring range: \$14,851-\$16,336 plus appartment, meals, full university benefits and fuition waiver, JO#7/1821

Resumes may be submitted to: Employment Services Section, Arizona State University, Tempe, AZ 85287-1403. Piezse include names and tolephone numbers of three references, initial deadline is February 25, then the 15th and 31st of each month thereafter until filled, interviews may be pre-arranged for Oshkosh and ACPA. Please indicate if you will be extending either

**ARIZONA STATE UNIVERSITY** 





#### **OKLAHOMA STATE UNIVERSITY**

**Director of Athletic Academic Services** 

RESPONSIBILITIES Oversee spedemic support services for all student-eth-letes. Services include scademic counseling, enrollment ossistance and monitor-ing tutorial program, study hall student skills enhancement, scademic progress monitoring and orientation for new student-skills supervise three full time counselors. Maintain close lisitors with OSU casching staff, scademic entructors, University Academic Services, and other academic support areas Administer sthistic counseling budget. Serve on Athletic Oursector's administrative cabinet QUALIFICATIONS: Master's degree required, doctoral degree preferred in appro-priate area of specialization. Minimum of three years' expensed in university level traching, academic advisement or athletic administration. Condidates should pos-sees strong leadership and communications stills and have a good knowledge of NCAA eligibity rules.

APPOINTMENT: Full-time, Administrative/Professional position reporting to the Office of the Provest and Vice President for Academic Affairs Safary is commensurate with experience and education.

APPLICATIONS: Send letter of application and resums with three references to: Or. Norman Ourham, Chair, Search Committee for Director, Athletic Academic Services Oklahoma Stota University 101 Whitehurst Hell Stillwater, DX 74078-0004

BUCCESSFUL APPLICANT MUST COMPLY WITH IRCA. OKLAHOMA STATE LINIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOY-ER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

Office Administration/Susiness Education:
Fox College, intensive course preparing Executive/Legal Assistants. Recognized by major corporations. Invains applications for instructors: Typing, Math. Computers, English, Inquirie: Edward Kapelinski, II. 4129 West 93rd Street, Oak Lawa, Elinois 60453.

Philosophy/Religion: Faculty Position, Philosophy/Religion: Faculty Position, Philosophy/Religion Frogram, The Philosophy and Religion Program, California Institute of Integral Studies, 765 Ashibury Street, San Francisco, California 194117.



COUNSELOR, MINORITY BUSINESS TEACHER PREPARATION PROGRAMS

University of Wisconsin-Whitewater

The University of Wisconsin-Whitewater invites applications for the position of Counselor, Minority Business and Teacher Preparation Pro-

QUALIFICATIONS: Master's Degree in Guidance and Counseling, student personnel or related field. Demonstrated experience counseling ethnic minority students highly desirable. Preference given to candidates with ability to work effectively with all ethnic minority student groups in

DUTIES: Assist the Director in achieving program objectives by providing academic and personal counseling on an individual basis or within a group setting for ethnic minority undergraduate students majoring in business or education. Serve as Italian between the Minority Business. and feacher Preparation Programs and its students with faculty from appropriate colleges and a variety of academic staff. Maintain accurate records on program students as well as refer students to other campus support services on a need basis. Other duties assigned by the Director. SALARY: Competitive, commensurate with credentials and experience. UNIVERSITY AND COMMUNITY: Whitewater, a pleasant city of 12,300, is located 45 miles from Madison (State Capitol), 50 miles from Milwaukee, and 100 miles from Chicago. The student population is under the student population is under the student of the student of the student population.

APPLICATION: Interested persons should apply in writing to:

Joseph Domitrz, Dean Cullege of Business and Economics Carlson Hall, Room 4037 University of Wisconsin-Whitewater Whitewater, Wisconsin 53190

A complete application consists of a letter of application; vita; names, addresses and telephone numbers of three references; and official copies of all undergraduate and graduate transcripts.

DEADLINE FOR ALL APPLICATION MATERIALS: April 1, 1992 The University of Wisconsin System is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicants without differenti-

UW-WHITEWATER IS AN EQUAL OPPORTUNITY EMPLOYER WITH AN AFFIRMATIVE ACTION PLAN, WOMEN, MEMBERS OF MINOR-ITY GROUPS, PERSONS WITH DISABILITIES, AND VIETNAM-ERA VETERANS ARE ENCOURAGED TO APPLY.

#### **ADMINISTRATOR** COOPERATIVE EDUCATIONAL SERVICES AGENCY

Green Bay, Wisconsin

Applications are being accepted for Administrator of Cooperative Educational Services Agency (CESA) #7, located in Green Bay, Wisconsin The administrator directs the implementation of cooperative services for school districts and serves as the liaison with the Wisconsin Department of Public Instruction. Responsibilities include budgeting and fiscal management, staffing for CESA office and school district services, programming agency activities, policy development, installation of operational procedures and other responsibilities as directed by the CESA Board of Control. The position requires a comprehensive knowledge of Wisconsin school district administrations, school business management practices, whool district administrations, as the business manager of district administrations are eligible for or hold a Wisconsin District Administrative experience. Experience as a principal, business manager, or an equivalent of these positions will be considered qualifying experience. Starting salary and benefits will be determined by the local CESA Board of Control. Contect Lee W. Hill, (608) 266-2189, Bureau for Personnel Services, Department of Public Instruccion, P. O. Box 7841, Madison, WI 53707-7841 for special application materials. Deadline for receipt of completed application materials is April 1, 1992.

#### University of New Hampshire RESIDENCE HALL DIRECTOR

Come join our committed team of developers as a full-time Residence Hall Director. Specific responsibilities include comprehensive management of a residence hall housing 100-600 students, supervision of statements, and a department-wide assignment outside of the residence halls. Our team is deeply committed to diversity education, ethics, and wellness. Those who succeed with us share that vision and are comfortable in a casual but highly accountability-based environment. The position requires a BA, with a Master's degree strongly preferred. Salary is based on experience and also includes a furnished spart-ment, meal contract, and full University benefits package. This 10-month position also offers opportunities for summer work, interview-ing at ACPA and NASPA.

To apply, send résumé and three letters of reference to: Soott Ches-ney, Director of Residential Programs, Department of Residential Programs, 13A Hitchcook Hall, University of New Hampshire, Dur-ham, NH 03824; (603) 862-2268.

UNH is an affirmative action, equal opportunity employer.

Photography: Ball State University. Muncie, Indiana. Apolicanis must have experience. Demonstrated university is in photography. The successful candidate will teach classes in the photographic color photography. Color photography. Color photography. Golor photography and commensurate with experience and professional mbotography experience. Demonstrated university in the caching experience and professional mbotography experience. Demonstrated university in the caching experience. Demonstrated university experience. Demonstrated university photography. Golor p

#### **SUNY BROCKPORT**

#### DIRECTOR OF ACADEMIC **COMPUTING SERVICES**

The State University of New York College at Brockport invites applications for Director of Academic Computing Services. SUNY Brockport is a 4 year college of arts and science, offering Bachelor's and Master degrees, with a 10,000 student population. The main academic computer is a Prime 6450, with 60 library users, and additional users on the campus network. The campus also rts a variety of PC's and Macintoshes.

The Director of Academic Computing Services directs all operations and services of the unit; assumes a leadership role in developing future plans involving computer-based technology; assist the campus in curricular, instructional, research and administrative activities; provides training and assistance in the use of computer-based technology; recommends hardware, software, enhancements and upgrades; acts as a liaison with vendors and SUNY Central

The successful candidate must have a Master's degree in computer science or related area, at least five years of varied academic computing experience; demonstrated leadership and the ability to communicate with the entire academic community; strong communications and interpersonal skills; experi-ence with superminis, PC's, and networks; vision to deal with emerging technology; and ability to work with culturally diverse populations.

Applications including current curriculum vitae and three references should be sent to Edward J. Kelly, Assistant to the President, SUNY College at Brockport, 408 Allen Administration Building, Brockport, New York 14420. Beginning review date is April 1, 1992. The position will be available on or before October 1, 1992. AAVEOE.

#### JOHNS HOPKINS UNIVERSITY DIRECTOR OF SECURITY

The Johns Hopkins University is seeking a Director of Security to lead its Homewood Campus Security Department. The Director is responsible for providing security and transportation services to the campus community. The Director manages the planning, implementation, administration and evaluation of the programs of the Department of Security, Programs include law enforcement, criminal investigations, crime awareness, campus security, and liaison with appropriate internal organizations and and external agencies.

Candidates must-possess at least 10 years of progressively responsible experience in law enforcement—preferably in a college environment, and demonstrated excellent interpersonal skills. A B.S. in Business or Law Enforcement (or equivalent) is required. If qualified, please send cover letter, resume, and salary requirements to.

The Johns Hopkins University 34th and Charles Street Baltimore, MD 21218 Attn: Edward S, Warfield 146 Garland Hall

Excellent benefits including life and health insurance, and dental and tu-ition plans for staff member, spouse, and dependent children.

Smoke-free and Drug-free 

#### Major Gifts/Annual Fund Director **Beloit College**

Beloit College, about to enter the public phase of a major multi-year cam-paign linked to its sesquicentennial, seeks an experienced development pro-lessional for individual annual and capital fund raising. The director of indi-vidual giving, reporting to the vice president for external alfairs, will carry major responsibility for leadership gifts to the college and will oversee the down alumni participation). Research and gift processing functions will also report to this individual.

This challenging growth opportunity is available immediately to a self-directed and creative individual with superior communication skills, demonstrated commitment to the liberal arts, and 3-5 years of fund-raising experience, preferably in a comprehensive campaign environment. Competitive salary and benefits and choice location in a Chicago-Madison

Address letter of inquiry and résumé in confidence to: Bruce Wyatt Vice President for External Affairs Beloit College 700 College Street Beloit, WI 53511

Review of résumés will begin April 1, 1992. Belok College is an equal opportunity, affirmative ection employer

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators —

every week in The Chronicle.

#### DIRECTOR OF THE ATHLETIC STUDENT CENTER

The University of California at Berkeley is seeking an individual to provide leadership for its Athletic Study Center. The Center promotes and enhances the academic skills of the 900 students at Berkeley who participate in intercollegiale all-letic sports. Reporting to the Dean of Educational Develop-ment, the Director oversees the Center's programs and man-ages its resources (8 full-time staff, 70 student tutors, and a

QUALIFICATIONS: Demonstrated management skills; experi ence in planning, implementing, and evaluating instructional or student service programs; familiarity with the issues facing student-athletes and an understanding of the role of athletics on a major university campus; demonstrated commitment to student development and retention in a diversified environment. Preference will be given to candidates who have administered comparable academic assistance programs for student-athletes and have advanced training in a relevant

SALARY: Between \$50,200 and \$62,800 (mid-point of range). APPLICATIONS: Applicants should submit a résumé, a cover letter stating qualifications, and the names of three reterences to:

> Marilyn Morrissette Campus Personnel Office 207 University Hall University of California Berkeley, CA 94720 Job # 02-112-11 (M) Closing date: March 20, 1992

The University of California at Berkeley is an Affirmative Action, Equal Opportunity Employer.



#### DIRECTOR **OF STUDENT ACTIVITIES**

LSU in Shrevepurt is seeking an energetic professional as Director of Sudent Activities. The director provides executil leadership for all student activities programming, student organization arterisement and management of the property Center. Current responsibilities in lindicover 40 student organizations fine linding Greekst, intraminal sports, militoritizal programs, kideship training, festivals and community to lustive events. The director opolis to the Vice Chancollor for Student Allairs and superioses a tall-tone sigh of three States is an the low Control. hree. Salary is in the low \$ tit's.

The espected quality atoms for hole a minimum of a master's degree; ful-time work experience in student personnel administration, student develop-ment and leadership, student at terries and for student organizations, excl ent interpresental and communications skills; knowledge of anotadilload student/commuter programming; a high energy, origining personality; and demonstrated organizational/managenal alphdy.

Nominations Welcome, To apply, submit a letter of application, star and a list of at least three professional references to Dr. Hill Stove, Chalman, Student Activities, Search Committee, 1817 in Strevepart, One University Place, Shrevepart, LA 71115. The committee will begin its considerational conditions on March 40. Applications from women and innomies are strongly one paragraf.

USOS is an Attornative Action, Tigod Opportunity Employer

# MUMarquette RESIDENCE HALL DIRECTOR

Marquette University, a Catholic, Jesuit institution, seeks qualified candidates with administrative and student development programming skills for Residence Hall Director. Opportunities to develop comprehensive management skills in a residence facility housing 300-400 students, to supervise an average student staff of 13, to facilitate residence programs and to select system-wide assignments including, but not limited to, Residence Hall Association, Residence Life Judicial Hoard Coordination, Staff Selection and Training, Programming, and Publications.

Salary and Beneflus: For master's degree candidates, minimum staring solary of \$16,250 for a 10-month assignment plus furnished apartment for 12 months and meal plan when school is in session. Generous benefits including up to 6 hours' tultion remission per semester, paid paringhealth insurance and vacation. Opportunities for summer employment up to 2 additional months.

Qualification: Baccalaureate degree with at feast one year's experience required, master's preferred in an area related to student personnel. At least one year's experience and good communication skills required. Marquette University, an urban institution, has an enrollment of 10,000 undergraduate students and a total part-time and full-time enrollment of 12,000. It is located near downtown Mitwaukee which offers a variety of cultural and sporting attractions. Position available August 3, 1992, intercultural and sporting attractions. Position available August 3, 1992, intercultural and sporting attractions. Position available August 3, 1992, intercultural and sporting attractions. Position available August 3, 1992, intercultural will be conducted at the Oshkush Placement Exchange. ACPA, and NASPA. Prior scheduling for a conference interview is encouraged. Send NASPA. Prior scheduling for a conference interview is encouraged. Send letter of application, résume und 2 current references to Ronald E. Orman. Associate Dean of Residence Life, Marquette University, 716 North Eleventh Street, Room 203, Milwaukee, Wisconsin 53233.

(3) an official (original) cupy of the transcript of the highest degree earned, and (4) alides of personal work and 20 sides of student work, if available. Although every effort will be made to return sides after completion of the scarch, Ball State University cannot be responsible for materials submitted in support of a candidate's application. Flease forward materials with a self-addressed, stamped envelope to: Dr. Thomas M. Sporner, Actina Chairperson, Ball State University, Munck, Indiana 4730s. Review of applications will begin for the program; search materials and student spaces; administrative experience in exhibition is filled. Ball State University is an Equal Opportunity. Affirmative Action 1992, or when qualified candidate forms.

**Director of Computing & Information Systems** 

BULLETIN BOARD: Positions available

MAJOR RESPONSIBILITIES; Management responsibility for contral computing sences on the Oklahoma State University computs, the development of computivide information systems, and coordination of computing activity for the compute CAIS has 82 FTE technical and professional staff under the supervision of the departments directors, a \$8.0 million annual budget, and sates and service revealerations.

Associable for the management, fiscal planning, supervision, and coordination of the Administrative Systems Development and the University Computer Contemporary the respective departmental directors. through the topper and the development of short-term goals and long-range planning for seadomic and administrative computing, effectivitie communications, and net-

working.

Establish and maintain policies and facilities that will provide computing and information services responsive to campus needs for instructional programs, faculty and student research, management information, and administrative and financial systems.

Reports to the Provest/Vice President for Academic Allairs Reports to the Provosyvice Prosident for Acadomic Attairs.

QUALIFICATIONS: Extensive and proven experience in managing a comparable information technology operation at a large academic institution. Domonstrated schlowers in utilization of technology to improve administrative data for decision, support and analysis; innovations in instructional computing, and technical support for state-of-the-art research activities A strong educational background, with an appropriate advanced degree (M.S. or higher) required. Salary is commenquate with qualifications and experience.

APPLICATIONS: Send fatter of application and résume with three reforences to Dr. Charles Bacon, Chair, Search Committee for Director, Computing and Information Systems Office of Academic Aliairs 101 Whitehurst Hall, Oklahoma State University Stillwater, OK 74078-0004

In order to receive full consideration, application materials should be submitted by Riday, March 27, 1892. OXLAHOMA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY. WOMEN & MINORITIES ARE ENCOURAGED TO APPLY.

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#### COORDINATOR, AEJMC-ACCREDITED SCHOOL'S ADVERTISING SEQUENCE

#### **Ball State University** Muncie, Indiana

Our faculty will welcome a professionally and academically prepared advertising sequence coordinator who will direct the work of 250 plus advertising majors it's a tenure-track position with assigned time for research; salary and rank are negotiable Minimum Qualifications. Master's degree and solid experience. Preferred Qualifications. Doctorate or AHD. Review of applications begins Friday, March 27, 1992, and continues until the position is filled. Appointment begins August 1992. Applications from inhorities and women especially are encouraged.

Here's the chance you we thought about, even longed for to be in a department on a Midwestern campus where textiling is taken sectorally and to share with a collegial and friendly faculty in preparing the advertising community of the 21st century.

Send professional résumé, names of at least three reletences, and official transcripts to: Dr. Earl L. Cosm, Chair, Department of Journalism, Ball State University, Muncle, IN 47307-0485

Ball State Ciniversity is an Equal Opportunity, Afficiative Artisis i miskyrt and is strongly and acrively committed to coveriny within its community 



Assism State College of Colorado, Gunnison, Colorado 81230

#### AREA COORDINATORS IN RESIDENCE LIFE

Western State College seeks Area Coardinators: The college has a student population of 2,500 and is located in Guantson. Colorado near Created Butte and Manarch Ski areas. Committed professionals descring to become part of an execting and developing residence life program in the midst of the Colorado mountains should apply RESPONSIBILITIES: Supervision of a Residence Hall 6 imples, training and supervision of the staff, and participation in the implementation of governance systems and values programs. Collateral participation in Stadent Affairs or the college will be expected.

QUALIFICATIONS: M.A. in student personnel or equivalent work experiences be-youthle B.A. is preferred. Preference given to condidates with experience in residence table and a commitment to the field of student affore and higher education. COMPENSATION: Salary competitive, for 10 months, with apartment for 12 months, parlial board and excellent fringe benefits for Area Courd nators. The salary range is from \$15,000 to \$15,000. The regular yearly contrast is from August 1 to June 1. APPLICATIONS: Submit cover letter, résumé, credentials and three letters of recum-sendation to C. M. Churchill, Asst. Dean of Studental Director of Residence 1 (fc. 123 Mears Hall, Western State Cullege, Gunnium, Colonario N1231 Applications accepted unil the positions are filled. Position starting date is August 1, 1992. Interviews will be conducted at Oshkosh Macement. Exchange, ACPA and NASPA

Western State College is an AA/E:() Employer Women and removines are encouraged to apply

ringical Education: Department of Health, Alburt and Sports. Tenure track starting flowing and Sports. Tenure track starting flowing the starting and Sports. Tenure track starting flowing the starting starting, seeks a full-time tenure south Carolina, seeks a full-time tenure south

bid. Send letter of application, curriculum thas, three reprises, and three letters of of Itealik, Letture, and Sports. The Uranderson of Etercise and Sport Science, University of West Florida, 11000 University of West Florida, 11000 University of Urange and Sport Science, University of West Florida, 12114 b) March 31, 1972 F.ECMAAF.

#### Director of Institutional Research **CAMERON UNIVERSITY**

The University: Cameron University, lucated in Lawton, Oklahoma, a city of 90,000, is a state supported regional university with a primary service area which includes eleven counties in Southwest Oklahoma. Enrollment is approximately 6,000 with baccalaureate degrees offered in 43 fields, associate degrees in six helds, and master's degrees in two fields.

The Position: Assisted by the Associate Director for Testing, the Director of Institutional Research is responsible for conducting research and coordinating related activities leading to the production of all documentation nucessary to meet internal and external reporting requirements on institutional effectiveness, accountability and outcomes assessment. This two person department is also responsible for coordination of the institutional testing program including procurement of commercially prepared tests or testing services, arrangement for test scoring and evaluation, and the scheduling and administration of certain such tests.

Qualifications: Preference will be given to candidates with advanced de-press in educational research or other advanced degrees with strong statistics based research components. Preference will also be given to candidates with relevant experience or demonstrable knowledge of institutional research, standardized testing, and outcomes assessment. Candidates with other ad-vanced degrees and significant relevant experience will be considered.

Application: Applications received by April 15, 1992, are assured of consideration. Applications received after that date will be considered until position is filled. Position is available leginning July 1, 1992. Application should include vita and names, addresses, and telephone numbers of three reterences. Mail applications to Terral McKellips, Vice President for Academic Affairs, Cameron University, Lawton, OK 73505.

**Equal Opportunity, Affirmative Action Employer** 

ويبيهم أجميها ويورون مرزز وفان أناه أأناه أنداء بمعدون ويورون المراجعة



#### Director of Gift Planning MIDDLEBURY COLLEGE

As Director, you will have responsibility for the capital & planned gift solicitation of Middlebury College. You will report to the Director of Development, & work closely with the President & Board of Trustees, as well as management, to define sollcitation strategies. Director will oversee:

 Stewardship of major gill program. Direct approaches to major prospects. Marketing planned giving program.
 Coordinate key volunteer effort.

Candidates should prosess a that belor's degree 8.5 to 40 years' successful experience in higher education fund raising, including proven capability at capital 8 planned gift soft stations. Position also requires excellent skills in communication, management, 8 organization, plus are sufficiently extensively. Letters of application 8 résumés should be sent to:

Director of Human Resources Middlehury College Middlebury, VT 05753

Application deadline: March 30, 1992.

#### PREP FOR PREP

Prop for Prop is a non-profit organization which identifies academically able, highly motivated black, Latino and Asian-American students, provides 14 months of intensive academic preparation and piacement in a leading independent school (day and boarding) and provides post-placement counseling, peer support and leadership development opportunities until high school graduation. Over 900 atudents are currently in the program. are currently in the program.

We seek experienced independent school administrator, knowledge-able about adolescent development. Must be organized, energetic and heve atrong communication skills. Responsible for supervising staff of nine and closely monitoring 400 students in grades 7-10 at-tending NYC Independent schools. Must be responsive to concerns of tending NYC Independs schools and parents.

Résumés lo: Veronica Caler Prep for Prep 163 W. 91st St., NYC 10024



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect

colleges and the people who work in Academe -

every week in The Chronicle.

# QUINNIPIAC (COLLEGE AREA COORDINATOR

Quinnipiac College, a private coeducational institution, is located on an idyllic 160 acre campus in Hamden.

The mission of the College is to provide high quality academic programs, a student-oriented environment. and a sense of community. Quinniplac enrolls 2300 full-time undergraduates and 1000 in graduate and continuing education. The College is organized in four schools, Allied Health and Natural Sciences, Business, Liberal Arts, and Graduate and Continuing Education.

Responsibilities include comprehensive, live-on management for a cluster of residence halls. Area Coordinators are actively involved in selection, training and supervision of staff, managing financial resources and serving as judicial hearing officers. In addition, Area Coordinators assume an important role in developing institutional and departmental policy, serve on Divisional committees and are encouraged to attend professional conferences. With multi-cultural education as a focus. Area Coordinators will develop educational programs that are responsive to student needs.

A Master's degree and/or supervisory experience in residence life is required. Remuneration includes a furnished apartment, monthly food stipend, telephone, comprehensive benefits package and free tuition for graduate courses. Salary is competitive. Starting date is July 1, 1992, 12 month contract.

Please send letter of application, resume, and three letters of reference by April 10, 1992, to: CAROL BOUCHER. ASSOCIATE DIRECTOR OF RESIDENTIAL LIFE, QUINNIPIAC COLLEGE, HAMDEN, CT 06518-0519. An Equal Opportunity. Affirmative Action Employer, Minorities are encourage to apply.

#### ROGER WILLIAMS COLLEGE HALL DIRECTOR (A Job With A View)

Are you looking for a Hall Director Position that is a cut above the rest? Do all the Jobs look the same? What makes our position different? As an RWC Hall Director, you would:

4ر •

Work collaboratively with central staff on all projects, Experience a small college environment where you can make an impact

Experience a street considerable on students' lives, enjoy the flexibility to implement your own ideas with a plethora of financial, material, computer, and human resources.

Learn to challenge the creativity within yourself, strive to bring an understanding of diversity and multiculturalism to our

Oh, and the view? Roger Williams College is a four-year, private college overlooking Mount Hope Bay, 60 miles south of Boston, 20 minutes from Newport, Rhode Island, and three hours northeast of NYC.

Send cover letter and résumé for a complete lob description to: Hat Director Search, Student Life Office, Roger Williams College, Old Ferry Road, Bristol, Ri 02809. Position open until filled. Priority given to applications received before March 13. Salary and benefits very competitive. Starting date July 1, 1992. Interviews will be conducted at ACPA convention. An Equal Opportunity Employer.

#### UNION COLLEGE DIRECTOR OF **ESTATE AFFAIRS**

We have an established, vigorous program of planned and deterred giving and we are seeking an articulate, experienced individual to direct these efforts as Union College properts to calabrate its bicantennial.

The successful candidate will be familiar with estate planning and applicable tax laws. They must be able to represent the College effectively to an especially accomplished constituency. A barcalaureate degree and relevant experience are required. Development experience in a college or university setting would be highly desirable. They will report to the Vice President for College Resources and participate in the major gift program as a member of a highly competent team.

Director of Personnel Union College Schenectady, New York 12308 An equal opportunity, affirmative action employer

Plasse submit your résumé to:

of recommendation to Mr. Gordon C. Henry, Director of Institutional Research, Newberry College, 2100 College Street, Newberry College, 2100 College Street, Newberry College, 2100 College Street, Newberry College, 2100 College, Newberry College, and Actional Street, Newberry College, and Actional Street, Newberry College, and Actional Street, Newberry College, Human Performance and Recreation Resources, Grand Junction, Colorado is inviting applications for tenure track Assistant Associate Professor to besin August 11, 1992. Qualifications: Ph.D. in Physical Education of Recreation, Resources, Street, Newberry College, Ph.D. in Physical Education of Recreation, Colorado Elisto. Decadine: April 21, 1992. Mesa State College, P. O. Box 2447, Grand Junction, Colorado Elisto. Decadine: April 5, 1992. Mesa State College is a drug-free workplace. All emboyees of the College must arree to abide by our drug free polity and NTRS certification desired; record of successful college is eachies. Responsibilities include toaching of undergraduale courses in subvanced first aki and CPR.



Wartburg College

Waverly, Iowa

DIRECTOR OF COLLEGE RELATIONS

Warphung College speks a creative person for the position of Director of College Relations. The Director serves as a member of the Advancement from and is three thy responsible for planning, implementing and administring a comprehensive communications program to promute the objective and interests of Warthing College. The Director will lead an expenence standing terms of the college.

and supervise the public information, publications, sports information, and special events activities of the College.

Among the qualifications and skalls sought are a demonstrated ability to lead, plan, and direct a public relations program. The successful candidate should also exhibit strong communications skalls and the ability to conceive creative ideas, anticipate promotional opportunities, soive problems, and developmental programs.

The candidate selected should have proven skills and experience in print and

broadcast media relations; excellent writing, cilling, and oral communications skills and knowledge of photography and publications design and production. Three to live years' experience and a bachelor's degree are required. Experience in and knowledge of higher education and a master's degree are preterred.

**RULLETIN BOARD: Positions available** 

EVANSVILLE

Associate/Assistant Registrar

The University of Evansville invites applications for the position of Associate/Assistant Registrar. Specific responsibilities include maintenance of student progress checks toward completion of degree requirements and final degree audits; evaluation of credit by exam for college credit (AP, CLP, institutional); preparation of faculty load reports based on student credit data; preparation and certification of all athletic eligibility rosters and NCAA studies and surveys; evaluation of transfer credit for U.S. and international students. General responsibilities: assist Registrar in implementing academic policies; planning and coordinating emollment management; maintenance of records of grades and transcripts; and all related registration and administrative activities.

A master's degree and administrative experience in higher education is preferred, a bachelor's degree is required. Excellent organizational, inter-personal and communications skills are requisite. Salary is commensu-

The University of Evansville is an independent, church-related, selective admissions university located in a city of 138 000 1

The University of Evansville is an independent, church-related, selective admissions university located in a city of 135,000 in southwestern Indiana. It offers a comprehensive program of instruction including liberal arts, science, engineering, business, nursing, and education. Enrollment numbers approximately 2,300 full-time students. The University also

Applications will be accepted until the position is filled. Please send letter and résumé to:

I)r. Erik Nielsen Vice President for Academic Affairs University of Evansville 1800 Lincoln Avenue

Evansville, Indiana 47722

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

**BLOOMSBURG** 

UNIVERSITY

Bloomsburg University of Perussylvania invites applications for a permanent full-time admissions connector. Responsibilities include extensive travel during the recruitment scassics, interviewing prospective students and their parents, assists with minority student recruitment, especially Latino students, participates in all other facets of the admissions office. Qualitications: Bachelor's degree required and two years of experience in admissions office preferred. Excellent interpersonal and communication shifts required familiarity with the Latino community and linearly in Spanish would be an asset. Knowledge and/or experience with on line data system necessary. Candidates must presses, a sailed driver's horize. The appointment will begin july 1, 1992. Salary rangers State University Administrator II, \$28,016-\$38,396. Interested individuals should submit a letter of application, resume, college transcripts and at least two letters of recommendation to Katherine Mulka, Charperson, Sworch and Science of recommendation to Katherine Mulka, Charperson, Sworch and Science 17845.

Bloomsburg University of Perusylvania is commuted to providing equal

numbers approximately 2,300 tun-ume somethis. The concludes a major campus in England—Harlaxton College.

d registration and administrative activities.

#### ASSOCIATE DIRECTOR, PROGRAM DEVELOPMENT **Institute for Wellness**

Ball State University Muncie, Indiana

The institute for Weilness was created in 1986 to serve the field State University compus and serve as a catalyst for wellness beyond its borders. Its threefold focus to to provide (1) research. (2) service, and (3) academic training for those individuals who wish to assume a management position in a worksite wellness program within the State of indiana and beyond. At the focal point of the Institute, the Master's degree in Wellness Management is designed to produce professionals capable of managing a comprobensive staff of health and wellness personnel who will be able to produce wellness programs that will improve the health of the individual, and ultimately, the health of the employing organization.

The position of Associate Director for Program Development is a 12-month continuing contract position (faculty rook and tenure appointment possible) available july 1, 1992. Responsibilities: Direct, develop, facilitate and coordinate wellness programs for the University; coordinate graduate essistant assignments and teach in the Wellness Management Degree curriculum. Salary is commensurate with experience and other related qualifications. Minimum Qualifications: Master's degree, at least three (3) years' experience in planning and organizing health promotion/wellness programs. Possible academic fields include, but are not limited to: (1) Physical Education, (3) Nursing, (4) Flome Economics (Diefertes), and (5) Counseling Psychology. Preferred Qualifications: Afther the contract wellness field, experience in developing and managing works to wellness programs. Faculty rank and teaching in a department in the vellness field is destrict. Sond application letter, via, one copy of official transcripts of all graduate work, and the names, phone numbers and addresses of three professional references to: Dr. David C. Gobbie, Associate Director. Search Committee Chalproson, Institute for Wellness—PL 228, finit State University, Muncia, IN 47308. The application is filled.

Rall Siate University is an Equal Opportunity. Affirmative Action Employer and is strongly and actively committed to diversity within its community.



#### Counselor—Education Graduate Program

\*\*Loyola College (MD). Assistant professor, tenure-track position beginning September 1992. Teach courses in Counselor Education graduate program. Courses may involve elementary and secondary graduate counseling, group counseling, career counseling, appaisal and assessment, supervision of practicum and student research. In addition to teaching, applicant will pursue scholarly activities, serve on departmental committees and advise a Chi Sigma fota Chapter. Qualified applicants must have earned doctorate in Counselor Education and appropriate counseling and teaching experience. NBCC certification preferred. Application deadline: April 1, 1992. Send cover letter, résunte, and at least three coferences to: Dr. Lee Richmond, Chair, Scarch Committee, Education Department, Loyola College, 4501 N. Charles St., Baltimore, MD 21210-2699. EOE.

Physical Science/Astronomy: Amilipated Physical Science. Astronomy: Physics. Teaching position. September 1, 1992. It senester hours credit studies in diaciphine and biasers. Ph.D. preferred. Teach lecture and laboratory. Nan-majora Physical Science. Astronomy. Physics. Macon College is a two year institution of the University System of Georgia. Aprilication deadline March 15, 1992, extension possible depending on nature of application pool. Apply to: A. G. Diboli. Chairman. Natural Science And Mathematics. 100 College Station Drive. Macon. Georgia 32197; (912) 471-2752

spot one graduate degree. The department is projected to offer the Doctor of Philosophy in Physics starting in the foll of 1992. The undergraduate programs enroll a combined total of about 25 student in the B.A. (physics) and B.S. (applied physics) treats, and about 30 students in the M.S. program. The department faculty specialize in the staff consists of a full-time scentary, an administrative essistant, a laboratory coordinator, and several research assistant. The department faculty specialize in the area of nuclear physics and optical physics and operates two paday research concern. The department faculty specialize in the secarch Center of Escelence and (2) the Research Center of Escelence and (2) the Research Center for Optical Physics. Total Runded research for, the department averages about \$3,700,000 per year. The department chairpers provided Sciences. The successful candidate should qualify for appointment at the level of Associate Professor or Professor of Physics. The successful candidate should applied Sciences. The successful candidate should substite a professional vita and have three letters of recommendation, statement chairpers and plants and committees and plants of recommendation, statement chair of the B.A. (1) full blue proposed and plants as fould be provided substitution of recommendation. Statement of plants and plants and later the B.A. (2) full blue provided sending and plants are coursed to employe. Physics Research Committee of Physics Department Chairperson, The Graduate College, Hampson University, Hampson, Virginia 23668. Applications must be received before March 13, 1992 to insure consider.

portunity. Astirinative Action Employer.

Physics: Assistant Professor of Physics to hegin Pail 1992, initial two-year appointment with possibility of renewal for an additional two-years. Duties include direction of new science center as well as teaching. Proference given to experimentalists with a good computer skills whose first priority is quality teaching in liberal any spragram. Applicants should send curriculum vitae, and tames, addresses and telephone numbers of infree references to Dr. T. R. Michalls, Physics Department, Randolph-Macon Women's College, Lynchburg, Virginia 24503.

Cleargin 32197; (912) 471-2752

College, Lynchburg, Virginia 24503.

Physics: Tennre track Assistant Professor position available fell 1992, subject to pos

#### SAN JOSÉ STATE UNIVERSITY **Disabled Student Services Department** LEARNING DISABILITIES COORDINATOR

Ability to effectively advocate for students with learning disabilities to various levels of the campus community; to exercise independent judgment and assist in the shaping of policies; ability to train support staif and students; ability to conduct assessments and recommend accommodations; and a thorough knowledge of learning disabilities.

Equivalent to three years of professional experience working with learning disabled adults, preferably in a college setting. Equivalent to graduation from a four-year college or university in a related field; master's degree in learning disabilities, psychology, special education is preferred.

This position is a permanent, full-time position. Salary range is \$34,244.00-\$41,208.00 annually. Appointment is July 1, 1992 or by agreement. APPLICATION INFORMATION

Send cover letter, five references, and curriculum vitae to: Selection Committee Chairperson for Learning Disabilities Coordinator Human Resources

San José State University One Washington Square San José, CA 95192-0046

**MEDICAL CHIEF OF STAFF** 

Southern Illinois University

at Carbondale

Southern Illinois University at Carbondale is seeking a Medical Chief of Staff. This position promotes a Family Practice model with emphasis on preventive medicine and wellness. The incumbent will practice medicine 75% and carry out administrative responsibilities 25%. Applicant must be licensed M.D. or D.O. within the State of litinois and

must have three years' experience in the practice of medicine. Natight or weekend call. PREFERRED QUALIFICATIONS: Three years of

must have three years' experience in the practice of integrand. No night or weekend call. PREPERRED QUALIFICATIONS: Three years of college health experience, proven administrative experience, board certification in Family Practice, internal Medicine or Pediatrics. Send letter of application; vita; names, addresses, phone numbers for three (3) references; and copies of current licenses and board certification to: MEDICAL CHIEF OF STAFF SEARCH COMMITTEE, Director Student Health Program, Southern Illinois University at Carbondale, Carbonidate, It 62901. Application review will continue until the position is filled. Southern Illinois University at Carbondale is an Equal Opportunity. Affirmative Action Employer.

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Washington, D.C. 20037

place from the second

By FAX

By telephone:

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Materials must be received no later than April 10, 1992. NOTE: Applications will not be accepted earlier than March 9, 19921

> Interested conditates should send an introductory letter, résumé, and the names of three references to Doug Mason, Vice President for Advancement, Warrburg College, 2.22 Ninth Street, N.W., Waverly, Iowa 50677, Applications will be received until the position is filled. Wartburg College is a four-year liberal arts college of the Evangelical Litheran Church in America. Located in Waverly, Iowa, 20 miles from Waterlog Cedar Falls, Wartburg is a residential co-ed college of 1,450 students Wartburg College is an Alternative Action and Equal Opportunity Employer.

#### Director Hospitality and **Tourism Services**

**New Mexico State University** 

NEW MEXICO STATE LINVERSITY is New Muxico's Land-Grant University with over 15,000 students on the municampus. The Hospitality and Tourism Sovices Program was established in 1998 and has over 250 undergraduate majors seeking the B.8 degree in Hospitality and Tourism Services, with options in Hotel Administration, Food Service Management, Meating and Convention Planning, and Tourism Development Lar Cruces, is 45 minutes from the Et Pase international Airpart and the Et Pase-Juarez motropies with a population of over 2 million. THE DIRECTOR reports directly to the Dean and Chief Administrative Officer of the College of Agriculture and Hosma Economics and is responsible for preparing and administering the program burget, including appropriated, grant, and provides in addition to developing external support for the program, the Director also provides touriorship for the merculament and calection of high quality students and faculity and contributions the intuitionalization of the program. THE APPOINT MEXT to a failt time, 12-inenth administrative and teaching appointment. Hank, tenure, and subary are commensurate with qualifications and experience Farmed declivation in hospitality and fourient services or other appropriated field by proferred.

experience carried occurrences of the profession of the profession and the profession of the internation of

Dr. Lynn W. Hobbins Now Meetro State Haversty How 30003, Dapt JACL Las Centres NA 98003 (509) 646-1807

Physic vengineering Technology: I airmont State College Applications are whented for a tenute-track faculty passing and entire-track faculty passing and extensive membraneering fections and feeling 1992. It is a joint appointment in the Division of Science, Mathematics and Health Careers and Division of Technology with responsibilities which include teaching and fermiodicitory physics and selected fectinology and computer courses at the Fairmont State College Clarksburg Center and on the Fairmont Cempus. An applicant with a Ph.D. In physics will be favored, with graduate work in ensineering helpful Experience of college teaching. An applicant with a precince with engineering technology curricula are desimble. Salary and rank will be commendation to Dr. Michael Songer-ence in college teaching. Fairmont State College is a full-accommendation to Dr. Michael Songer-ence with engineering technology curricula are desimble. Salary and rank will be commensurate with experience and quasification. Fairmont State College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Michael Songer-ence in College is a full-accommendation to Dr. Mich

Bloomsburg University of Pennsylvania is commuted to providing equal educational and employment opportunities for all persons without regard to race, color, religion, sex, age, national ought, amestry, life style, sexual orientation, handicary, Victinain era veteran status, or umon membership. The university is additionally commuted to altimative action and will take positive steps to provide such educational & employment opportunities.

Political Science: The Department of Political Science: The Department of Political Science: The Department of Political Science at the University of Florida living a Science at the Level of full Fortinent Scholar Chair at the Level of full Fortinent Scholar Chair at the Level of the Portugues of Political Science and August 1993. The Department seeks applicants with strong theorem and an ontistabilities record return and an ontistabilities which Political Field of appecialization with Political Field of appecialization with the Political Political Science and Political Science and Political Political Science Science (Political Political cation, résimé, understaduste und guaduate transcripts, and three letters of recommendation before March 31, 1992 to [ItElizabeth D. Swiger, Interun Chair, Division of Science, Mathematics and Health
Careers, Fairmont State College, Taricoont, West Visibila 27534 Fairmont State
College is an Equal Engoyer. Affirmative Action Institution

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Generals, MA required to teach historia-laneare level course in American govern-ment and politics, constitutional develop-ment and politics, constitutional develop-ment and politics, constitutional develop-ment and politics, constitutional develop-ment in the second of the second of the Administration. Ph.D. required. A tecrnical to U.S. public administrative on the ment of the second of the second interest in entire and total levels. Interest in en-tirological policy and management desir-tion of the second of the second of the second concerns a state appropried, purmany bac-cinome and policy resident suddent institu-tion of the state appropried, purmany bac-cinome and the state capact. The suc-cender conditions of the second of the second-drive south of the state capact. The suc-mentage of the state capact is three molidences mainly on quality in attraction application, vise, three sections of recom-cernation, vise, three tellers of recom-cernation, vise, three tellers of recom-cernation, vise, three reliefs of presental particular and properties to Personnel Comp. Toy State University, from Ad-Jung 1602. Toy State University is an atmany of course of the section of the section of the section of the state of the section of the desires, April 15, 1929.

Thyrhology: West Vision University is an College is an Equal Opportunity. Affirmative Action institution

Physiology: Assistant Professor. Department of Physiology at University of Texas Southwestern Medical Center at Dallas. Applicants must have a 1th Defeare in physiology and three years of post-ductarul apperlence. Qualified candidates must have a strong background in systems rely as colony, with an emphasis on cardiosatcular, respiratory, and spinal choud function. The ability to conduct independent research and experience in the following techniques are required, recording of efferent sympathetic nerve activity in awake and areasticized animals, microduslysis, regional bloud flow measurements (doppeler or electromagnetic), and raddelmmannonssay. Qualified opping or electromagnetic), and raddelmmannonssay. Challended applicants should send currellism visce to Dr. Jere H. Mitchell, M.D.: Cardisopolimonary Department; 5328 Harry, fluors, Delbas, Jenas, 17-235-9034. UI Southwest and Medical Center is an Equal Opportunity, Affirmative Action Employer and applications. The professor of Political Science. Soft in section of Political Science, Soft is catomic of an amount of an amount of political standard positions and factorism and research and experience of an amount of a political campaign and research and sections. The professor of Political Science, Soft in Cardisopolism and capture and political Science, Soft in Cardisopolism and Cardisopolism and

SAU believes that cultural diversity is extended in the educational process, thus applications immorities and women are strongly encouraged. Applications will be accepted until the position is filled. The formal view process will begin March 15, 192, interested persons should send a letter of interest, returned and the names, and creates and telephone numbers of three people who may be contacted by reference to Director of Personnel, Southern Athons as University SAU Box 1286, Magnolia, Admanded Action, Equal Typortomity Employer.

Political Science / Public Administration: The Troy State University's main assignation and management program for adult conterparation and management program for adult conterparation and providing a stress management program for adult conterparation and providing a stress management program for adult conterparation. In the providing providing a stress providing a stress providing and providing a stress provided to the providing and providing a stress providing and provided to the providing and provided to the providing and provided to the providing and providing a stress providing and provided to the providing and providing a stress providing and providing a stress providing and providing a stress providing and provided to the providing and providing a stress providing and providing and providing and providing a stress providing and provi

Psychology: St. 60:1 College webs a social psychologist with developmental interests for a two year teave reflecement. Assistant Professor level, beginning September 1992. The required thild provides Teaching will include introductory, unital, and developmental togics. We seek to appoint men and wireen who are well-qualified in their fields, who have a storial interest in understanding teaching, and who are concerned with the retiginat and moral dimensions of the and learning. Send application letter, corrections wither, and I letters of refreshed hy April 1 for Westley Broad. Seath Communice, Department of Psychology, St. Olaf College, North Seld, Mourening 5007, St. Usaf is a college of the Eyangelical Latheran Church of Appetra S. Olaf College is an equal opportunity.

Psychology: The Hepartment of Psychology and Social Work as the College of St. Fraces, united applications for a full-time faculty position at the Assessme Professor level beginning August 1992. The applicant should be neteroted to leaching a wide range of undergraduate psychology and hu-

#### DIRECTOR OF INDIVIDUAL GIFTS

#### **Mount Holyoke College**

Mount Holyoke College, the nation's oldest private liberal arts college for women, seeks an experienced individual to oversee all aspects of fundralising efforts and operations of the annual and major giving from alumnae, parents, and friends, totaling \$7.8 million.

Reporting to the Director of Development, the successful candidate will be responsible for design and implementation of programs targeted toward individual and major gifts prospects. Special emphasis will be placed on the enhancement of planned giving programs, development of research, and coordinating the annual giving program working with a constituency of 1,200 alumnae volunteers. The position is responsible for identifying and cultivating major gift prospects, personal contacts and solicitations.

A baccalaureate degree with five to seven years of demonstrated success in lund-raising activities, preferably in higher education. Experience in campaign fund raising, working with volunteers, managing staff, and soliciting major gifts required.

Please send résumé and letter of application by March 18, 1992, to Human Resources, Mount Holyoke College, South Hadley, MA 01075. WE ARE STRONGLY COMMITTED TO A PROGRAM OF

EQUAL OPPORTUNITY EMPLOYMENT
AND ACTIVELY SEEK APPLICATIONS FROM WOMEN AND MINORITIES

#### COUNSELOR

The Cattaraugus County Campus of Jamestown Community College is sasking a dynamic and humanistically oriented Individual to serve a diverse student population in a counseling capacity. This tenure line faculty position is expected to begin August 1992. The primary duties of this individual will be personal counseling, transfer counseling, academic advising, and some career counseling services. All programs, activities, and workshops releted to these areas will be conducted and coordinated by this counselor. Although teaching is optional, the ideal candidates will be able to toach courses in the Humanistic Education curriculum. The candidate will have up to three years' experience in counseling in a community college setting and possees a Mester's degree in counseling, student personnel services, or a closely related field. The selary for the academic year position ranges between mid to high \$20's, dependent upon experience. Candidates should submit a lotter of interest, résumé, and three letters of recommendation to Mr. Bracley W. Rolfe, Director of Student services, Cattaraugus County Campus, Jamestown Community College, 244-250 North Union Stroet, Olean, New York 14780. The doadline for application is April 3, 1992. JCC is firmly and fully committed to the principles of affirmative notion and equal apportunity and will extend to see that these policies are fulfilled.

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#### **DIRECTOR OF** INSTITUTIONAL RESEARCH

The Institution

- Largest two-year college in state; fifth largest among state's 47 colleges and universities
- Located in state's second-largest city between the Boston and Ouachita mountain ranges
- FTE has increased over 60 percent since mid-1980s
- Endowment is fifteenth largest among nation's public twoyear colleges
- Beginning implementation of major computing upgrade— campus-wide fiber optic network, new mainframes, library automation, all new integrated applications software, relational database, etc.
- \$17.7 million bond issue resulting in major campus expansion
- University Center on campus offers 8 bacculaureate and master's degree programs from three universities

#### The Position

■ Newly created position reporting to VP for Planning and Government Relations

- Priority is design and implementation of an institutional
- effectiveness measurement system
- Assess accomplishment of each facet of the college mission in qualitative and quantitative terms
- Maintain database containing most frequently requested
- Salary range: \$35,000-\$46,000, depending on experience and proven results

  Liberal fringe benefits package

#### Qualifications

Master's degree required, doctorate preferred, in a discipline with significant statistical component

- Working knowledge of educational research and statistics and familiarity with higher education issues
- Interest in gathering, analyzing, interpreting, and reporting of data and recommendations concerning educational input and output measures
- Working knowledge of computers and statistical, spreadsheet, and graphics software
- Prefer teaching and/or administrative experience that lends itself to a campus-wide outlook/overview of community college operations

#### Application Procedure

- Submit resume with cover letter detailing qualifications Write Director of Personnel, Westark Community College, P.O. Box 3649, Fort Smith, Arkonsus 72913
- Official college application form and detailed job description will be sent by return mail
- Review of applications will begin Murch 18 and continue until the position is filled

AA/EOE

man development courses including general psychology. Chicago consultation are preventionally psychological testins, preventially organizational consultations exvice delivery, with special foors on broad range of organizational interventions; the conjudence in the field. Decorate in clinical or counseling psychology required; undergranduste leaching experience preferred. The College of Si. Francis is a Catholic col

Psychology: Assistant Professor, tenure-track, beginning August 1992. Teach intro-duction to psychology, adjustment, person-nity theory, abnormal, testing and possibly research methods, counseling and/or phys-iological. Advising and supervision of un-dergraduate research expected. Salary de-termined by qualifications and experience. Ph.D. in clinical or counseling expected. The University of Dubuque, a liberal arts college of 1,200 affiliated with the Presby-torian Church, is located midway between Mad son and lowe City, in pictures que Da-buque on the Mississipol River, Send cover letter, vita, and three letters of recommen-dation by March 13 to: Dr. Mark Stevens, Chair, Department of Psychology, Univer-sity of Dubuque, Dubuque, lower 52001. AA/EOE.

Psychology: Anticipated to une-track posi-tion, August 1, 1992. Doctorate required. Prefer expertise in school and/or clinical, astessment, child/adolescent program in-tervenikon and brief therapy orientation. Review of applications begins April 1 and continues until position filed. Send letter, resume, transcripts and three letters of rec-ommendation: Clinical Search Committee, Department of Psychology, Austin Peay State University, Clarksville, Tennessee 37044. Minorities, women and members of other protected groups encouraged to ap-ply. An AAFEO Institution.

and implementing general developmental interventions with additional application to one or more special populations such as ethnic minorities tespecially Moxican-Americans and Asiansi, sey men and leshion women, men's or women's issues, international students, the physically cluttenged, etc.: experience in mental health and organizational consultation. Required qualifications for both positions: Demonstrated comprehence in individual counselling (including brief therapy and crusts intervention) and group counselling (including psychotherapy and structured themsile psychotherapy and approaches such as cognitive/behavioral treatment regiments, anviety/phobic management, must and female survivors of seasual abuse, post-transmite survivors of seasual abuse, post-transmite survivors of seasual abuse, post-transmite arress disorders, and substance abuse; experience in trainforgation; Ph.D. in psychology or equivalent degree with major course work in counselling or clinical psychology; completion of pre-doctors internation; it less for incurrent state of generaler as psychologist in current state of general and eligability for listanyears or munime experience as psychologist; Reensure as psychologist; Reensure as psychologist in current state of residence and eliability for lightnessure in Teans. Minimum salary for both positions: 335,724. Aprilications must include cover letter stating interest fa, and comparability with, the position: current curriculum vines; and at least three testers of reference. Application deadline in April 15, 1992. Clearly state whether you are applying for Position \$1 or \$2. Send materials to Paychologist IV-Position \$1 Search Committee or Psychologist IV-Position \$2 Search Committee, Counseling and Mental Health Center. The University of Texas at Auxilin. P. O. Box \$119. Austin, Texas 78713-8119 Applications from members of under secretarity of Texas at Auxilin is an Equal Opportunity. Affirmative Action Employer.

Psychology: Sullivan County Communication.

37644. Minorities, women and members of other protected groups encouraged to apply. An AAEO Institution.

Psychology: Psychologist IV (2 positions). Duties involve providing counseling services as part of large, multi-disciplinary staff including psychologists, psychologists and licensed professional counselors. Participation in AFA approved psychology interesting program also expected. Position 4: Psychologist IV, with administrative responsibilities for consultation services. Preferred qualifications: In-





### Oregon Institute of Technology

#### Dean

#### School of The Engineering and Industrial Technologies

Oregon institute of Technology, founded in 1947, is located on the sunny side of the crest of the Cascade mountain range and is one of eight institutions of the Oregon State System of Higher Education. It has 2,750 students at its main campus in Klamath Falls and an additional 250 at the OIT Metro Center in the Portland area.

The Dean is the chief academic and administrative officer of the School of The Engineering and Industrial Technologies and is responsible to the Provost for the academic activities of the departments of Business Technology, Civil Engineering Technology, Computer Systems Engineering Technology, Diasel Power Technology, Electronics Engineering Technology, Manufacturing Engineering Technology, and Machanical Engineering Technology.

The Dean provides creative and effective leadership in:

- Building and augmenting the reputation of the School's leaching and academic programs.
- Daveloping and modifying programs and subject matter in keeping with the changes in technology.
- Providing the appropriate educational experience in compute theory and applications for OIT students in all majors.
- Relating the School to appropriate employers, licensing agencies,
- Promoting the collegial atmosphere and scholarly productivity of the School.
- Involving the departments of the School in the delivery of quality off-campus aducation, meeting the needs of diverse populations and of the regional and statewide economies.

- An applicant must:

  1) Be qualified to be appointed as a professor or associate professor with tenure in an academic department of the School and for personal involvement in teaching, service, and scholarship.
- 2) Have prior achievement at the level of department chairperson

Send applications to:

Strategic planning and fiscal management

Oregon Institute of Technology Attn: Shelby Wilsdon, Personnel Director 3201 Campus Drive Klamath Falls, Oregon 97601-8801 (503) 885-1 108

Applications or nominations will be accepted until the position is filled.

OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER



#### DEAN OF ENROLLMENT MANAGEMENT (Search Reopened)

Reports to Vice President for Student Services. Administrative leadership role of Counseling Center, Student Support Services and Admissions & Records. Staffs and evaluates personnel, builds budget for these areas and recommends all facility and equipment needs for these areas. Requires an enried doctorate from a regionally accredited institution of higher education. Must have academic preparation and training in student personnel and counseling or higher educational administration. Must have demonstrated ability to plan projects/activities and familiarity with Student Support Grantsmanships. \$46,216/year (non-negotiable).

Apply by March 21, 1992 to Personnel Office, Edison Community College LEA-11), Box 06210, Ft. Myers, Ft. 33906-6210, RA/EO Employer; Sunoke-Free Workplace.

Psychology and Lawr Postdoctoral follow-ship for resourch training on psychological, legal, and eithed issues related to AIDS. This is a fedorally funded program with possible one-line renewal. Especied startms date June 15. Pollow will conduct supervised research in the Center on Children, Families, and the Law, Will also obtain experience is interdisciplinary teaching and complete coursevork in law and psychological studies. May be eligible for admission into Master of Legal Studies (MSL) degree program, (Typical course of study is two years). Must have Ph.D. in psychology or related deld, postdoctoral experience, and demonstrated potential as interdisciplinary scholer on issues rolated to AIDS and/or child and family policy. Emphasis on pediatric or adolescen AIDS/HIV infection desimble. Pocus on interquato ADS and/or child and family policy. Emphasis on pediatric or adolescent AIDS/HIV infection designible. Recus on international or ethnic-minority issues related to pediatric or adolescent AIDS possible. Submit statement of research interests and career souls, vita, three letters of reference and reprints by May 15, 1992 to; Postdoctoral Admissions. Law/Psychology Program, 209 Burnett Hall, University of Nebrasta-Lincoln, Lincoln, Nebrasta 68588-1006. Affirmative Action, Equal Opportunity Employer.

Psychology / Physiology: Psychology/Experimental Psychologist/Physiology. Majoria College, Canton, Onio, Tenure-track position, rank open, beginning August 1992. Teaching responsibilities include introductory, statistics, sensation and perception, learning, physiological, and a seminar in the applicant's field of interest. Emphasis is also placed on the ostablishment of a research program that includes the participation of undergraduates. Applicants about send curriculum vitae, a description of teaching and research interests, and a statement concerning the integration of one's discipline and Christian faths to Dr.

Ronald G. Johnson, Provost of the College, Malone College, \$15-25th Street, NW, Canion, Ohio 44709, Malone College is a Circialian liboral orts college militared with the Ryangelical Friends Church-Eastern Resion and is an Equal Opportunity Em-ployer, M/F/H/V,

Public Administration/Applied Research:
West Virginia University. Applied Research. West Virginia University is seeking an Assistant Professor to teach courses in research archives and applied research in Public Administration. A background is 1) health policy or administration, or 2) management science and guanagement information systems is desirable, although other specializations will be considered. This is a tenure track appointment with teaching, research and service reduirements in the Department of Public Administration, storting in the Summer or Fall of 1992. The decreesearch and service redultements in the De-partment of Public Administration, starting in the Summer or Fall of 1992. The decor-nte is required, although Individuals close to finishing the dissertation will be consid-cred. The MFA program has about 69 sit-dents and is accredited by NASPAA. The University is a land-smart, doctional grant-ing, comprehensive university. There are under health and research Relities in the stret. WVII is an affirmative section, equal copportunity employer and women and mi-mority applicants are particularly sought. Morganiown is a callege town located in scenic northern West Virginia. Pittsburgh is about 1.5 hours by ear, Washirston, DC 1 about a 3.5-hour drive. There is air serv-ice direct to the Pittsburgh hub. There are major health, governmental and research facilities in the area. Applicants should send a carriculum vitze, names and ad-dresses (with telephone numbers) of three references, to Dr. David C. Williams, Chair and Professor, Department of Public Ad-ministration. 302 Woodburn Hall, West Virginia University, Morgantovo, West Virginia 26305. Applications should be sub-

# <u>STETSON</u>

#### CAMPUS LIFE POSITIONS

Stotson University is a private, cooducational, comprohensive, primarily residential and undergraduate institution with a strong tradition of excellence in the liberal arts and sciences, business, music and low. The University's Christian tradition is expressed in a values-criented co-curricular program which emphasizes social/ethical responsibility. Undergraduate enrollment is approximately 2000. The undergraduate programs are located on an attractive campus in a community of 25,000, about 20 miles west of Daytona Beach and 40 miles north of Orlando. Letters of application are invited for the following positions:

Assistant Dann of Campus is the Master's degree, 5,7 years, magnificant

Assistant Dean of Campus Life. Master's degree, 5-7 years' experience n Student Judicial Affairs.

Director of Residential Life. Master's degree, 5-7 years' post-graduele aupervisory experience in residential life program.

Assistant Director of Residential Life. Master's degree, experience in residential life program, good motivator interested in staff development.

Representatives of the University will conduct interviews through the placement services of ACPA and NASPA national conferences. Women, racial and ethnic minorities are strongly encouraged to apply. Please sond curriculum vites, unofficial transcript and request for detailed job description by April 1, 1992

lames R. Boesley Vice President and Dean of Campus Life Campus Box 8357 Stotson University DoLand, Florida 33720

STETSON UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER

#### UNIVERSITY OF WISCONSIN-EAU CLAIRE

#### DIRECTOR SMALL BUSINESS DEVELOPMENT CENTER

The School of Business at UW-Eau Claire is seeking an academic staff member to fill the position of Director of the SBDC. This person will be responsible for plauning, marketing, coordinating, and teaching small business seminars, supervising one-on-one-counseling services, serving as a small business counselor, and maintaining itsion with the small business community and other providers of educational services to small business.

An MBA or equivalent is required and at least five years' business management experience is desired. Preference will be given to someone who has a strong marketing background, adult teaching experience, and familiarity with small business assistance

programs. Subary range \$17,000 to \$41,000. For a detailed description call (715) 836-5811. Send application letter, résumé, and three letters of reference to:

Chair, SBDC Search and Screen Committee Small Business Development Center University of Wisconsin-Eau Claire Eau Claire, Wisconsin 54702-4004 Application dendikte May 1, 1992.

UW-Ean Claire is an Affirmative Action. Equal Opportunity Employer an encourages applications from qualified a onen and minority candidates.



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Just call The Chronicle's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, (202) 466-1056.

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Our Bulletin Board assistants will be happy to take your advertisements dictated over the telephone. We'll do so any day of the week right up to 2 p.m. Monday—our weekly deadline (except for holidays). Just call: [202] 466-1050.

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Simply send the copy for your advertisement to the address below, You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday, From almost anywhere in the United States, first-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

**Bulletin Board** 

The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

**Associate Dean** College of Education and Human Services Wright State University Available on or about July 1, 1992

Wright State University is seeking nominations and applications for Associate Dean, College of Education and Human Services. The college has an enrollment of approximately 900 undorgraduale students and 900 graduate students. Baccalaureate degrees are offered in 30 majors and master's degrees are offered in 15 majors. An Educational Specialist Degree in Educational Leadership also is offered. The college is accredited by the North Central Association and NCATE.

The Associate Dean works under the supervision of the Dean in providing leadership in program and curriculum development; personnel recrultment, development, and evaluation; student recrultment, selection, advising, and related services; budget preparation, resource development, and financial management; representation of the college with the university and to other consequences and in the covereit (see the college). organizations; and in the overall functioning of the college programs and operations. Teaching, scholarly productivity, and professional

Candidates must have 1) an earned doctorate dogree and a record of teaching, scholarship, and service sufficient to merit tenure track of teaching, scholarship, and service sufficient to merit tenure track appointment within a department of the college; 2) successful teaching experience in elementary, socondary, and/or higher education or equivalent experience in human services; 3) successful leadership experience in the K-12 sector, higher education, or human services; 4) strong communication and interporsonal relations skills; 5) demonstrated achievements in program development; 6) knowledge of current Issues in professional preparation programs; 7) commitment to designing a professional school model of preparation in education and human services; and 6) the ability to function effectively as a contributing member of the Dean's leadership/management team in the service of the college

Rank and salary will be determined by needs of the college and qualifications of the candidate at the time of appointment. First consideration of applications will begin April 8, 1992. The position will remain open until filled. We encourage applications from traditionally underrepresented groups. Send lotter of application; vita; names, address, and telephone numbers of at least five references and other supportion materials to: Che Soepe Correlling ences; and other supporting materials to: Chair, Search Commillee, Associate Dean, Collego of Education and Human Services, Wright State University, 228 Millett Hall, Dayton, Ohio 45435. Wright State University is an aqual proprinting differential action producer. University is an equal opportunity/



Wright State University Dayton, Ohio 45435

## THE COLLEGE OF SAINT ROSE

#### **Assistant Director of Counseling** and Psychological Services

The College of Saint Rose socks applicants for the position of Assistant Director of Counseling and Psychological Services. Responsibilities of this full-time position include: individual, couples, and group counseling/therapy, psychological consultation to the college community, developmental workshops, crists intervention, and participation in campus counseling network activities. Qualifications include master's degree in counseling/clinical psychology or related counseling degree and experience with developmental Issues of college students. Start date: July 1, 1992. Salary: high teens. Review of résumés begins March 2, 1992. If interested, please send letter of application, résumé and list of three references by March 30, 1992 to:

Linda S. Vara, Ph.D. Oiractor of Counseling and Psychological Services The College of Saint Rose 432 Western Ave. Albany, NY 12203

The College of Saint Rose is an independent college, committed to the liberal arts and to professional programs. The college serves 2,400 undergraduate and 1,280 graduate students. The College is located in the culturally rich and diverse Capital Region.

The College of Saint Rose is an Equal Opportunity Employer. Women and minorities are urged to apply.

mitted by April 24, 1992, although the posi-tion will remain open until filled.

Public Administration/Political Science: Arkansas State University. Tenute-track position in public administration/state-local sovernment, starting August, 1992. Desired: Interest in the department's government research office, tasching experience, and a demonstrated potential for scholar-and a demonstrated potential for scholar-discount of the starting of the sta State University, Arkansas 72467-1750; Fax 501-972-3884. Review of applications will begin on April 1, 1992. AA/EOF.

Raging/language Arts: Barned doctorate in Reacing/Language Arts or related field with whole language orientation, Individuals with ABD status considered if defense date is specified. Three years K.12 professional experience essential. Must have consultant to field-based alternative delivery, and collaborative methods of instruction. Primary responsibility for teaching courses leading to reading endorsement: the reading process, content area reading, adolesses illerature, assessing and evaluating literacy. Must be knowledgeable about current educational issues, willing to supervise student reachers, advise students, collaborate with public schools, activaly participate in division and college influtives and strive for excellence in every facet of the teacher education procram. The Education Division is highly committed to attaining ethoic diversity in the composition of its faculty. Nine-month

position starts August 18, 1992; salary range \$25,000-\$30,000 Interviews will proceed as applicant screening occurs. Somiliby April 3, 1992 letter of application, and it importants framework that the second of reference and home-foffice telephone numbers of 3 additional references to: Dr. Elleen Wright, Education Division Charlewis-Clark State College, 8th Avenue and 6th Street, Lewiston, Idaho 8300; (208) 799-2240, [ax 1208) 799-2831. AAEO Employer. Recreation Administration: Lecturer poli-tion, full-time (contingent upon funding) for 1992-93 academic year to teach in Recrea-tion Administration Program—specializa-tion in private/commercial recreation with Some background in leisure education and

tion in private/commercial recreation and some background in leisure education and soundoor recreation. Primary responsibilities include teaching commercial recreation condoor recreation and teleure churchion courses. Supervision of internable courses, senior project research, goinne, and grant development required. Earned doctorate in recreation administration or a related field from an accredited university required, and teaching experience six ferred. Salary \$34,824. To be considered, applicants must submit: 1) a completed Ferred. Salary \$34,824. To be considered, applicants must submit: 1) a completed Ferred. Salary \$34,824. To be considered, applicants must submit: 1) a completed Ferred. Salary \$34,824. To be considered, applicants must submit: 1) a completed Ferred. Salary \$34,824. To be considered, applicants must submit: 1) a completed Ferred. Salary \$34,824. To be considered, application requirements; 41 official transcripts; 51 three current letters of recommendation to: Dr. Dway no Head, Perturnent Head, PERA Department, Callfornia Polytochale State University, 354, Closing date. April 15, 1992. Cal February Collings. California 91407; 1805; 734-1810. Salary Callfornia from the constitution of women, persons of color, and members of other underrepresented groups. AA/EEO.





Florida International University The State University System of Florida

Director, School of Computer Science

The School of Computer Science is seeking a distinguished computer scientist to assume a leading role in transforming it into a strong center of research.

Florida International University invites applications and nominations for the position of Director of the School of Computer Science. We are seeking an individual with excellent leadership skills and a distinguished record of research and external funding support, together with a teaching record and administrative experience suitable for appointment at the rank of Professor. An earned Doctorate in Computer Science or related field is required.

The School of Computer Science enjoys strong support from the university administration and is expected to play an important role in the university's move into the first rank of research institutions. The Director is expected to provide strong leadership in this development.

The Computer Science program was initiated in 1972 and elevated to the status of a School within the College of Arts & Sciences in the Fall of 1987. Currently, the School has 20 full-time faculty members who support approximately 550 undergraduates, 50 master's students and 15 doctoral students. Further faculty growth is anticipated.

The School's research activities are concentrated in three general areas: databases, software engineering, and distributed and parallel computing. Individual research is also performed in areas of analysis of algorithms, logic of computer programs, graphics, and Al and Expert Systems. The School's research and graduate educational computing is done on a network of workstations, file servers, and an Encore multiprocessor. Most undergraduate computing is provided by the university's computer center.

FIU is the largest university in South Florida and the fourth largest of the nine institutions in the State University System. It has more than 23,000 students and 770 full-time faculty members. It offers more than 180 academic programs at the Bachelor's, Master's and Doctoral levels.

Nominations, personal inquiries or applications (including the names of 5 references) should be sent to:

Prof. Samuel Shaptro Chairperson - SCS Director Search Committee College of Arts and Sciences Florida International University Maml, FL 33199 (305) 348 2038 (305) 222-4172 (fax) shaphowservax.flu.edu

Selection of candidates for interviews will begin on March 26, 1992, but qualified applicants will continue to be considered until the position is filled.

All conditions of employment are highly competitive and open for negotiation. FIU is an Equal Opportunity/Equal Access/Attituative Action Employer Institution.

SAM HOUSTON STATE UNIVERSITY

Dean of Student Life

Houston State University, with 96 undergradure programs. 79 graduate programs. I doctoral program is the result large of each count of a state of the obstance of a state of a state of the best of a state of a state of the obstance of a state of the obstance of a state of the obstance of the obstance of a state of the obstance of the

cons proximity to the Houston materials. 6.5 reder such of the contain SHSU invites applications and contractions for the position of Dain of Suprimit Info Dain reports to the West President of A disclaim. After a mid-Student Services and in responsible for the covaril management and discrete of student element in the material transitions and the following discretes in part to the discrete Factors. Courseling Services, Carrier Patricip and Patricip and the other Houston Patricip Services, Carrier Patricip and Patricip and the other houstons Student Center, Recreational Sports and Activities and Health Center Applicants should have prevent and such as half expensive or in teaching countering, and/or administration at the university leave, a material should be successful beginning given to persons with the decisional Search and the other of the counterful as Services and beginning from the application process, and search activates due to appear than In begin the application process, and search activates due to appear on current

To begin the application process, applicants about activate a little of inquiry, a current about an official academic tractor part and little current professional references with addresses and telephone numbers. Application institute and contractors should be seat by

Chair, Dean of Snuter of the Search Continued Office of Academia, Affairs and Snuteric Services Box 2017-99-01 Sauce House Ce., TK 77341

Sam Heaston State University is an Equal Opportunity, Affinnesse Action Institution

Recreation Acisture Studies: Tenure track and the property of the property of

Nell Hodgson Woodruff School of Nursing **Emory University** 

#### Associate Dean for **Academic Affairs**

Nell Hodgson Woodruff School of Nursing at Emory University invites applications and nominations for the position of Associate Dean.

#### RESPONSIBILITIES:

◆ Provide academic leadership in the planning, implementation, and evaluation of baccalaureate, masters, and doctoral programs.

#### REOUIREMENTS:

- Earned doctorate in nursing or related discipline
   Record of funded research and scholarly productivity
- ♦ Innovative leadership and administrative experience in nursing education
- ◆ Effective interpersonal and communication skills
   ◆ Professional credentials and experience appropriate to a senior tenure track appointment
- ◆ Eligibility for RN licensure in the State of Georgia

#### ENVIRONMENT:

The Nell Hodgson Woodruff School of Nursing is the professional nursing school of Emory University, a privately endowed coeducational institution which successfully recruits students and faculty of the a privately endowed coeducational institution which successfully recruits students and facility of the highest caliber. Located on a campus in a wooded section of northeast Atlanta that is approximately 5 miles from the center of the city, the School is favored by its proximity to an economically and culturally thriving urban environment. The campus is part of the "Clifton Contdor," a burgeoning hub of research institutions, including the Centers for Disease Control and the American Cancer Society's headquarters. Collaborative relationships are further enhanced by being part of the Robert W. Woodruff Health Sciences Center of Emory University. The Center is comprised of the School of Medicine, Public Health, the School of Nursing, Emory University Hospital, the Emory Clinic, Yerkes Regional Primate Research Center, and Crawford Long Hospital of Emory University. In addition, the Center is affiliated with Egleston Children's Hospital, Grady Memortal Hospital, the Veterans Affairs Medical Center, and Wesley Woods Gerlatric Hospital.

Position will remain open until filled. Interested individuals should submit a letter of application. urriculum virse, and names, uddresses, and relephone numbers of four references to:

> Clair E. Martin, PhD. RN, FAAN Nell Hodgson Woodruff School of Nursing Emory University Atlanta, GA 30322 (404) 727-7975

Emory University is an equal opportunity, affirmative action employs

## **EMORY**

# **Assistant Dean of Students**

Illinois College, a Phi Beta Kappa, liberal arts and church related college in west-central illinois, is seeking an Assistant Dean of Students. Responsibilities will include: Director of Housing (residence hulls accommodate nearly 650 students); advising women and women's extra-curricular activities; leadership responsibilities for student-faculty all college committees, and possible opertunities for part-time teaching. Qualifications: Master's degree in student personnel services or related field required; one to three years' exportence at a small college preferred; excellent communication skills; understanding and support of the goals of a liberal arts college. Salary is commensurate with experience and qualifications. The 12-month annual appointment begins June 1, 1992. Application deadline: March 20, 1992. Send letter of application with resumé, transcripts, and three letters of recommendation to: Donald R. Eldred, Iban of Students, Illinois 62850. Illinois College Is an AA/EOE.



A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators -

every week in The Chronicle.

#### WALSH COLLEGE Assistant Academic Dean

Waish College, an Independent, Catholic, four-year liberal arts college, is seeking an Assistant Academic Dean, effective July 1, 1992. Position requires earned terminal degree, college teaching experience, and background in curriculum, instruction, and supervision. Contract term is 12 months. Responsibilities include:

- Nominact term is 12 months. Responsibilities include:
   Niding, scheduling, evaluating adjunct faculty in cooperation with department and program chairs;
   Nominatering adjunct faculty and overload contracts:
   In planning, implementing faculty development programs;
   Organizing new-faculty orientation programs;
   Nominatering actually development programs;
   Nominatering faculty development programs;
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   Nominatering faculty development programs;
- lures;

  coordinating student probation, suspension, dismissal process;

  dealing with student academic-related concerns, grade appeals;

  teaching three courses per contract year;

  assuming the responsibility for special duties and projects assigne by the Academic Dean.

Female and minority applicants are strongly encouraged to apply. Application deadline: March 27, 1992. Send application letter, vita, samples of publications, three letters of reference to:

Rick Niece, Ph.D. Office of Academic Dean Walsh College 2020 Easton St. N.W. An Equal Opportunity, Affirmative Action Employer

ferred. Demonstrated skills and knowledge of inframural programming and policy makins and one year of inframural experience at the collegists level required, Salary \$19,320-\$20,672. Position is available July 1, 1992. To ensure consideration, aradications must be received by March 31, 1992, however, applications will be accepted until the position is filled. Submit letter of application, résumé and three letters of reference to Search Committee, Office of the Desa of Students, University of North Carolina at Wilmington, 601 South College Road, Wilmington, North Carolina 24601-3297. UNICW is a comprehensive Level I usitington with an enolument of approximately 8000 students and in located in southeastern North Carolina. The University of North Carolina at Wilmington is an EEO/AA employer.









#### NORTH CAROLINA STATE UNIVERSITY

#### DEAN FOR UNDERGRADUATE STUDIES

forth Cardina State University invites applications and nominations for the jawly created position of Dean for Undergraduate Studies. The University eks a creative, energetic and resourceful person who will provide vision of leadership to the Division of Undergraduate Studies.

PNIVERSITY: North Carolina State University is a land-grant university jablished in 1887. The University is located in Raleigh and is an integral art of the Research Triangle complex. The academic units at NCSU include 2 colleges and schools, the Graduate School and the Division of Undergalisate Studies. Eurollment is 27,000 with over 18,000 students in undergalistic Studies. aduate degree programs, and over 4,000 each in graduate degree programs of lifelong education programs.

ESPONSIBILITIES: The Dean for Undergraduate Studies is a new ESPONSIMALITIES: The Dean for Undergraduate Studies is a new osition that offers a special opportunity for dynamic leadership in the future evelopment of the Division of Undergraduate Studies. As a member of the lean's Council, the Dean will advise and report to the Provost. Working loogly, with the Provost, the Dean will oversee the undergraduate core urriscillum; initiate grant support for undergraduate programs; plan and acoustage creative initiatives in faculty development, advising effectiveness rograms, and histogram student orientation; and coordinate programs with minimumity colleges. The Dean will be responsible for the first year and indergraduate retention programs; recruitment and support programs for unority students, student-ailderes, and students inadecided about a major; indergraduate totorial programs; cooperative education; lifelong education; and advising

BUALIFICATIONS: An earned doctorate and academic credentials that serit appointment in an academic department as a full professor with tenure re-required. The successful candidate will have a distinguished record as a reality member, including teaching and sostained scholarly activity; administrative experience; a history of successful working relationships with success, faculty, administrators and staff; and a demonstrated communication filmustive action and equal opportunity.

etters of application should include a current vita and the names, addresses nd, telephone numbers of three references. Applications from mutorities nd women are especially encouraged. Send nominations and applications

Professor Karla F. C. Holloway Chair of the Search Commutee North Carolina State University Box 8105, Raleigh, North Carolina 27695-8105

teview of applications will begin March 16, 1992. The position is expected

North Carolina State University does not practice or condone discrimina-ion, in any form, against students, employees, or applicants on the grounds of race, color, national origin, religion, gender, age, bandicap, or sexual practitation and is an Affirmative Action, Equal Opportunity employer.

#### **XAVIER UNIVERSITY** OF LOUISIANA ASSISTANT DEAN

GRADUATE SCHOOL

The Graduate School of Xavier University of Louisiana invites application of the position of Assistant Dean. Position available June 1, 1992.

The Assistant Dean reports to the Dean of the Graduate School and is responsible for managing, promoting, and developing educational, research, sublic service, and fund-raising activities for the Graduate School. Additionably, the Assistant Dean will provide supervision of academic and student happeare services, student records, program marketing and publications

Qualifications include an earned doctorate; successful teaching experience in the factorate; successful teaching experience in the factorate; publications; computer skills to maintain student records systems; administrative experience in directing or coordinating programs in higher education; excellent communication and interpersonal skills; and, experience in teacher education. The successful candidate should be able to work with educational systems at the local and state levels as well as to be accounted to a value orientation improving of the male and mission of itemonstrate a value orientation supportive of the goals and mission of Xavier's Illack Catholic heritage. The candidate will be required to teach one course each semester and provide leadership for technological/research functions of the Graduate School. The Graduate School offers the M.A., M.A.T., M.S., and M.Th. degrees.

Salary for the position is competitive and commensurate with experience and qualifications. Letters of application must be postmarked by April 1, 1992 in order to receive full consideration. To apply, send official transcripts and three letters of reference to: Search Committee, Graduate School, Xavier University of Louisiana, New Orleans, LA 70125.

Xavier University is an Equal Opportunity, Affirmative Action Employer,

hilgion: The Religion Department of a university in blichigan seeks to fill a full-time belifion at the Assistant Professor level. seponsibilities (1) teaching undergraduses attained a political participating in a students in social ethics; (2) conducting sourch and publishing the results; (3) additions the students of academic requirements of carper plannins; (4) participating in appopriate reofessional associations; (5) participating in observance. Forty bours per week; 100 a.m. 5:00 p.m. Qualifications; (1) participating to observance. Forty bours per week; 100 a.m. 5:00 p.m. Qualifications; (1) D. in Religion; (2) a minimizer of two participating the second participating the second participation of two participations religion at a college or university; is scholarly schlewement demonstrated by least; two contributions to apoporate by least two contributions to apoporate by least; two contributions to apoporate by least two contributi

Religion/Administration: Religion/Director.
Misions Coilege is necessing spollcations for the directorship of a new Master's recognition in the directorship of a new Master's recognition in Christian Ministries which is designed to equip individuals for ministry as well as further ecadessic work. The position includes administrative and teaching responsibilities. Candidates must have exposure administrative experience in a graduate level, it is essential that applicants have a complete of Ph.D. with a specialization in Contemporary Theology or Church History. Desired areas of competence would include either Pastoral Ministries te.g., practical theology, preaching, counseling, etc.). Church History, or Contemporary Theology. Malone Coilege is a Christian fibern are college affiliated with the Ewangelical Friends Church—Bastern Region. The Colege is searching for a person who is theologically aligned with the Ewangelical tradition and who would encourage laculty-sudent interaction. Malone is so Equal Operatually Ringleyor, Mirity Send curriculum vitae, which should include a statement of philosophy of Christian higher



#### **CLEVELAND STATE COMMUNITY COLLEGE** DEAN OF ACADEMIC AFFAIRS

Cleveland State Community College invites applications for the position of Dean of Academic affairs. This position reports to the College President and carries responsibility for integrating the efforts of all academic affairs to achieve the strategic goals of the college.

achieve the strategic goals of the college.

Cleveland State Community College is a fully accredited public comprehensive community college committed to quality education. Approximately 3,300 credit students enroll in a typical fall semester. The 105 acre campus has 10 major buildings housing modern classrooms, laboratories, and student activity centers. Situated in the scenic corridor of hills and valleys of southeastern Tennessee, Cleveland State presents an attractive atmosphere in which to enjoy varied facets of an educational experience. Water sports, hiking, camping, backpacking are available in the vicinity and nearby mountainous national forest and wilderness area. Skling is available on mountains approximately two hours away.

approximately two hours away.

Dutles: (1) Manages routine activities of the academic areas; (2) works throughout the school year for the purpose of Improving instruction and assisting faculty in reviewing emerging innovations in education; (3) responsible for working with the Academic Affairs Committee in the evaluation and recommendation of new programs and program changes and communicating its recommendations to the President for appropriate action; (4) works with the Student Information Systems and Services Office, the Financial Affairs Office, and the Student Development Office in the registration process; (5) responsible for supervision of faculty and staff in the academic affairs area including evaluations and annual recommendations to the President concerning promotions, salary increases, etc.; (6) works with the assistant deans and/or directors in securing competent staff that will fit into the community college program and makes such recommendations for their employment to the President; (7) performs other duties as directed by the President. Minimum Qualifications; (1) Earned doctorate from an accredity institument to the President; (7) performs other nutter as directed by the President.

Minimum Qualifications: (1) Earned doctorate from an accredited institution; (2) five years' college classroom teaching experience; (3) three years' college administrative experience; (4) knowledge of the filverse objectives and roles of the community college; more specifically, knowledge of both transfer and career-oriented programs.

Salary Range: \$45,000-\$60,000. Application: Review of applications will begin April 1, 1992 and continue until the position is filled.

Contact: Personnel Office Cleveland State Community College P. O. Box 3570 Cleveland, TN 3732Q-3570

Cleveland State Community College is an equal opportunity employe

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#### ASSISTANT DEAN

#### College of Business Administration University of Texas at Arlington

The College of Business Administration at the University of Texas at Ar-lington invites applications for the position of Assistant Dean. Caudidates must have a master's degree and pussess excellent communication and interpersonal skills. Major responsibilities of the job include producing annual reports/newsletters, handling the details of special conferences/ programs, and coordinating international student exchange programs. Ap-plicants should be organized and detail oriented.

Salary is negotiable based on experience and qualifications. Applications should include a cover letter and résumé. The deadline is March 16, 1992.

Dean's Office College of Business Administration University of Texas at Arlingion UTA Box 19377 Arlington, TX 76019-0377

The University of Toxas at Arlington is an Equal Opportunity. Affirmative Action Employ



Lists of the latest books of interest to Academe scholarly books and books about higher education —

every week in The Chronicle.

#### Dean of Students



SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY

The South Dakota School of Mines and Technology seeks a dynamic and creative individual who is interested in meeting the opportunities, challenges, and responsibilities of the position of Opportunities, characters in Dean of Students develops, manages, directs, and controls all Student Services programs at the university, in order to assist students in developing intellectually, socially, and emotionally.

Positions which report directly to the Denn are the Director of Admissions, Registrar, Director of Financial Aid, Director of Student Housing, Director of Food Service, Director of Placement, Director of Student Center, Director of Student Activities, and the Director of the Tech Learning Center. The Dean will work closely with the President, and must maintain liaisons with stude government, faculty, department heads and others. The individual selected for the position is expected to have extensive experience in college student services. A Ph.D. or Ed.D. is required.

The South Dakota School of Mines and Technology, with approximately 2500 students, is a well-known technological university serving the region. The university is located in Rapid City, South Dakota, with a mild and bracing climate not unlike that of Denver, CO. The city is the gateway to the beautiful Black Hills

Review of applications will begin on March 31, 1992 and will continue until the position is filled. A starting date of July 1, 1992 is anticipated. Applications should include a personal statement of qualifications, a complete resume and three letters of recommendation. Please send all materials to:

> Mr. Tim Henderson, Dir. of Financial Services Attn: Dean of Students Search South Dakota School of Mines and Technology 501 East Saint Joseph Street Rapid City, SD 57701

The South Dakota School of Mores and Technology

#### UNIVERSITY DEAN FOR ACADEMIC PROGRAMS AND POLICIES

The University Dean for Academic Programs and Policies reports directly to the Vice Chancellor for Academic Affairs, is the Vice directly to the Vice Chancellor for Academic Affairs, is the Vice Chancellor's principal deputy incoordinating and overseeing thework of the Office of Academic Affairs, and is the Vice Chancellor's principal advisor regarding the University's academic programs. The I can have responsibility for mountoring development and overseeing evaluation of academic programs; for developing and implementing University-wide academic politics, practices and standards which enhance the quality of, and the opportunities for, eaching, scholarship and public service; for providing policy oversight to multi-campus programs for assuring effective politics for sundem transfer and academic program articulation between the academic units of the University; for supporting and acting as an advocate for the faculty, the campuses and the University in regard to these issues that have an impact on the quality of the University's programs and faculty; for making recommendations with regard to recruitment, appointment, and promotion of faculty.

Qualifications required in the University I van for Academic Programs and Policies include, a doctorate in an academic distipline represented among the programs of the University; experience as a college classroom teacher; extensive and high-level administrative experience in a large public university; understanding of the multiple undergraduate, graduate, technical and professional academic missions of The City University of New York; commitment to service to a highly diverse urban granulation and to academic excellence. to a highly diverse urban population and to academic excellence; superb communication skills and the ability to work effectively with campus and central academic officers. Salary range, \$88,190-996,031 per annum. Send letters of nomination or application, with a resume and names and addresses of three references, by April 15, 1992 to.



Mary Kavanaugh Office of the Vice Chancellor for Academic Affairs THE CITY UNIVERSITY OF NEW YORK 535 East 8 New York, NY 10021

Religion/Theology/Ministry: Religion/Throctor. Majone College is succepting applications for the directorship of a new Masier's program in Caristian Ministries which is designed to equip individuals for ministry at well as further academic work. The position includes administrative and teaching responsibilities. Candidates must have proven administrative experience in a graduate degree program as well as extensive teaching experience as the graduate level, it is essential that applicants have a completed Fig. With a specialization in Contemporary Theology or Church History. Desired stream of Competence would include although greateral Ministries (e.g., practical fineology, greaching, counseling, etc.), Church History, Or Contemporary Theology. Malone College is a Christian Eberal aris college affiliated with the Evapacital

I'mends Church-Eastern Region. The Colege is searching for a person who is monegocally aligned with the Evangelical radition and who would encourage faculty-air dent interaction. Malone is an Equal Option of the Courrection vites, which should include a statement of phitosophy of Christian higher education, to I'm. Roand O Johnson, Provot of the College, Malone College, 15: 25th Street, NW. Canton, Ohio 4470. 25th Street, NW. Canton, Ohio 4470.

feligious Studies: The Department of Religious Studies: The Department of Religion at Carson-Newman College is accepting applications to fill a new position at the assistant professor level to begin in the fill of 1992. The position will be renewable as or 1992. The position will be the commentation with preparation and experience. Providing members may participate in the sent in assume plan and the health is sent plan. After one year of service faculty are eligible for the retirement plan which is ca-

# **GETTYSBURG**

RILLETIN BOARD: Positions available

Dean of Intercultural Advancement

Gettysburg College invites applications and nominations for the position of Doan of Intercultural Advancement. The Dean provides leadership and oversight for the recruitment and retention of students of color, particularly African American students. Reporting to the Doan of the College and working in a context of fully integrated student support services, the Doan of Intercultural Advancement is the lead administrator in providing systems and direction for the institution in the guidance and direction for the institution in its elationship with students of color. Working closely with faculty and administrators at all levels, the Dean assists in promoting cultural and othnic diversity throughout the College and within the local community.

He or she supervises the activities of the intercultural Resource Center, including academic support services, counseling, cultural programming and genealogical studies. The Dean manages the budget and lacility of the Intercultural Resource Center and supervises a staff consisting of a full-time Assistant Dean, secretary and a part-time Math Skills Specialist. The Dean coordinates the recruitment activities of students of color and participates in the recruitment process.

The successful candidate will possess a post graduate degree in psychology, counseling, higher education administration or a rolated field and have at least five years' experience in working with students of color at the college level. He or she must also possess excelled interpersonal and communication skills and an ability to enthusiastically articulate the values of a highly selective

Gettysburg College enrolls 2100 students with approximalely 2 percent students of color. Located in south control Ponnsylvania, Gottysburg is 90 minutes from Washington, DC and Baltimore, MD.

The successful candidate should be prepared to begin no later than August 1, 1992. Latters of interest and application should be received by Murch 23, 1992 to issure full consideration. However, the Committee will continue to review applications until the position is lilled. Please send a latter of interest, resume, and names and addresses of three current references to. Ms. Julie Ramsey, Doan of the College, Gottysburg College, Gettysburg, PA 17325.

Women and minorative are especially encouraged to apply. An aqual opportunity employer.

#### DEAN, SCHOOL OF THE ARTS AND COMMUNICATION

#### Search Re-Opened

The William Paterson College of New Jersey modes recollected and applications for the position of thom, School of the Arts and Communication in a newly created structure of four schools. The School of the Arts and Communication houses programs in the Departments of Art. ds and Communication houses programs at the Departments of Mr. nunication, Music and Theatre

The Dean is the chief academic officer of the School, reports to the Provest and Vice President for Academic Affairs, and is a member of the Deans' Council. S/he is responding for advancing and articulating the mission of the School, planning and overseoing the development of its scademic programs, and administering the School, including budget planning and management, and all personnel matters.

The successful candidate must possess personal qualities of leadership and vision; an enthusiasm for and proven record of success in the development and promotion of a vital communication and cultural arts program, attractive to members of the eviginal, regional and compus communities; croative to members of the external, regional and campus communities; croative end/or scholarly accomplishments and teaching commensurate with an appointment in a department of the School, and a terminal degree and/or equivalent experience in a discipline represented within the School.

Salary is dependent upon qualifications and experience for appointment which will begin by August 1, 1992.

William Paterson College, on a 250-acre suburban campus 20 milas from New York City, is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmutive action/equal opportunity employer.

Review of applications will begin immediately and continue until the position is filled. Applications should be sent along with a letter cling specific programs and accomplishments related to the above cotoda, a curriculum vitae, and the names, addresses and telephone numbers of three (3) references who may be contacted at the time of unitation to be interested at the time of the above the time. ewad with the approval of the cardidate. Please forward to:



DR. ELEANOR SMITH Vice President for Academic Affairs WILLIAM PATERSON COLLEGE
Drawer DD
Wayne, New Jersey 07470

incly paid for by the college. The area of specialization is New Techanical with authority comprehence in some my richical field. The person refected should hold the LDr. must have carned the Ph ID by Assaul 1997, and will feach introductor localization in both Old Textanient and Neach instruction. The camera is a part of the department's rule many of the special education requirement of the special education requirement of the special colleges for the colleges field according by the chairs. The department offers amagen in between the colleges for the colleges field according by the chairs. Applicable should submit a compact of the colleges for the colleges field such that the colleges for the

#### **DEAN OF** LIBRARY SERVICES EASTERN ILLINOIS UNIVERSITY

Eastern Illinois University invites nominations and applications for the position of Dean of Library Services. The Dean is responsible for general oversight of the entire library program, including budget, human resources, materials and physical facilities. The Dean is a member of the Deans' Council and reports directly to the Irovost and Vice President for Academic Affairs. More than sixty faculty and staff raport to the Dean through nine department heads and the Director of Media Services. Booth Library holds more than 800,000 volumes and government documents. The library is a member of the Illinois Library Computer Systems Organization, which maintains ILLINET Online, a statewide on line union catalog and circulation system.

Eastern Illinois University is a public, residential university of 10,000 on-campus students enrolled in undergraduate and graduate degree programs. Eastern is one of five universities in the Board of Governors system for which there is a system-wide faculty collective bargaining agreement. The University is necredited by the North Central Association and the National Council for Accreditation of Teacher Education. Eastern is situated on a 384 acre campus located in east central Illinois in a community of 20,000 with access to several major cities, including St. Louis, Chicago, and Indianapolis.

Candidates for the position of Dean must possess a doctorate in library science from an ALA accredited institution or an MLS from an ALA accredited institution and an earned doctorate in a subject matter area. Candidates are expected to demonstrate progressively responsible administrative experience. Familiarity with an academic library similar in complexity to Eastern's Booth Library is preferred. Strong written and verbal communication

The position is available July 1, 1992. Salary is commensurate with qualifications and experience. Review of completed applications will begin March 23 and will continue until the position is filled. Completed applications should include an application letter, a résumé, transcripts (unofficial scepitable) showing graduate course work completed and degrees granted, and the names, addresses and telephone numbers of at least five current references. Eastern Illinois University encourages applications from women and minorities. Application materials should be addressed to:

Jon Laible, Search Committee Chair Room 201 Old Main Eastorn Illinois University Charleston, Illinois 61920

#### DEAN OF INSTRUCTION

#### LASSEN COMMUNITY COLLEGE DISTRICT

Lassen Community College District in Susanville, California, is seeking an experienced academic administrator to serve as Dean of Instruction.

Minimum qualifications include Master's degree and three years' academic administrative experience or equivalent. Salary is \$64,000

To be considered, submit a letter of application, District application form, numes of three or more references, and basis for equivalency, if requested, by Friday, April 3, 1992.

> Dr. Victor L. Sainte-Marie Chair, Search Committee Lassen College P. O. Box 3000 Susanville, CA 96130 Telephone (916) 257-6181 x210 FAX (916) 257-8964

Lassen College is an Affirmative Action, Title IX employer.

ner, Chair. Department of Religion, Post Office Box 72012, Carson-Newman College, Jefferson City, Tennessee 37760.

Religious Studies: Department of Religious Studies—Comparative Religious, Cirincell College, Temporary, one-year replacement for 1992-93. Assistant Professor praferred:



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

# PimaCommunityCollege

#### **ASSOCIATE DEAN OF INSTRUCTION**

For

#### **Business, Computers and Human Sciences West Campus**

Plans, directs and reviews the educational services of an academic division; coordinates assigned activities with other College Divisions, Departments and campuses and outside agencies; and provides highly responsible and complex administrative support to the Dean of Instruction. REQUIREMENTS: Equivalent to a Master's degree from an accredited college or university with major course work in education, business or public administration, or a related field. Five (5) years of increasingly responsible experience with responsibility for academic and instructional programs in an administrative capacity including at least two (2) years of experience in teaching and/or counseling at a post-secondary level. Possession outer eligible for an appropriate Teaching Certification from the State Board of Directors for Community Colleges of Arizona.

Knowledge of organizational and management practices as applied to the planning, analysis and evaluation of programs, policies and operational needs. Principles and practices of budget preparation and administration-Principles of supervision, training and performance evaluation. Pertinent Federal, State, and local laws, codes and regulations. Principles and procedures of academic and instructional program development and administra-tion in the area of assignment. Principles and practices of curriculum devel-opment and instructional teaching strategies. Current trends, research and development in the area of assignment.

development in the area of assignment.

Ability to interpret and apply College goals, objectives, policies, procedures, rules and regulations. Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recummendations in support of goals. Select, supervise, Irain and evaluate assigned staff. Effectively direct the provisions of the academic area to which assigned in support of the College departments, schools and programs. Prepare and analyze administrative and statistic at reports, stalements and correspondence. Gain cooperation through discussion and persuasion, Interpret and apply Federal. State and incal policies, procedures, laws and regulations. Oversee the preparation and administration of an academic division budget, identify and respond to public and Board of Governors Issues and concerns. Communicate clearly and concisely, both orally and in writing. Establish and maintain cooperative working relationships with all groups within a diverse multicultural college and community.

STARTING ANNUAL SALARY: \$48,668

STARTING ANNUAL SALARY: \$48,668

Review of applications will commence on March 23, 1992 and will continue until the position is filled. To be considered, a completed Pima Community College application, a résumé, unofficial transcripts and the names of three (3) current references must be submitted. Failure to complete the application requirements will result in elimination of candidacy. All official documents are the observable application and administration of candidacy.

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucton, AZ 85702-3010

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Pima Community College is committed to multicultural diversity and is an equal opportunity, affirmative action employer. Women, minorities and other protected classes are encouraged to apply.

# Southern Methodist University

ASSOCIATE DEAN Graduate Studies and Research CHOOL OF ENGINEERING AND APPLIED SCIENCE

Nominations and applications are invited for the position of Associate Dean of Engineering and Applied Science at Southern Methodist University.

SEAS offers graduate programs in Electrical Engineering, Mechanica SEAS often graduate programs in Electrical Engineering, Mechanical Engineering, Computer Engineering and Computer Science, Operations Research, Engineering Management, Telecommunications and Hazardous and Waste Materials Management. In 1990-91 SEAS awarded 33 Ph.D. and 177 M.S. degrees. Research programs are supported by Federal Agencies, industry and the State of Texas.

The Associate Dean will report directly to the Dean, will represent and assist him, and will have the responsibility for coordinating and expanding graduate educational and research activities. He/she will supervise the graduate recruiting and admissions process, oversea the operations and scheduling of the distance education (TV) activities and be involved in elations with industry. The successful candidate will be expected untimus an active involvement in scholarly activities.

Candidates for the position must have an earned doctorate and successfu administrative experience. Their achievements as teachers and scholars about justify a senior faculty appointment in one of the departments of the School. The appointment may begin as early as August 1, 1992. Salary and rank will be commensurate with qualifications and experience.

The review of applicants will begin April 1, 1992 and will continue until the time of selection. Candidates should submit a complete resume and 3 references to Dr. Jerome K. Butler, Chair, Associate Dean Search Committee, School of Engineering and Applied Science, SMU, Dallas, TX 75275-0335.

SMU is an equal opportunity/affirmative action, Title IX employed Applications from women and minorities are particularly encouraged.

tunity Employer and especially seeks wom-en and minority candidates.

Religious Studies: The Department of Religious Studies at the University of Virginia annunces a one-year position in Himalayan Religions and Thetan Language for academic year 1992-93. Candidates who are competent in another discipline such as anthropology, history, and philosophy are preferred. Applications with complete dositer including three recommendations should be sent to Profersor Faul Groner, Department of Religious Studies, Cocke Hall, University of Virginia, Charlottes-ville, Virginia 2290, The clouding date for applications is March 23, 1992.

Research: Research Assistant, M.S. Biomedical Sciences. No experience required.

Must have expertise in blochemistry and pharmacology. Must show abilities to become and oreceptor bading assay in fining its to be the specific of the state of t



**WAYNE STATE UNIVERSITY** 

DEAN

LAW SCHOOL

Wayne State University Invites applicants and nominations for the position of Dean of the Law School. The Dean is the chief academic and administrative officer of the School and reports to the University's Senior Vice President for Academic Affairs and Provost.

and administrative officer of the School and reports to the University's Senior Vice President for Academic Affairs and Provest.

The Law School is one of twelve academic units at the University, it includes the juris doctor program and graduate programs in labor, tax, and corporate and finance law. The faculty consists of 31 tenured or tenure-track faculty, 6 instructors, and 35 part-time faculty chosen from major law firms in the metropolitan area and from the laderal and sate judiciary. The School has attracted a faculty that has earned strong academic honors at top law schools, served clerkships with justices of the United States Supreme Court—as well as with state and federal court judges—and practiced with major law firms throughout the nation. The faculty has a very strong record of scholarship and includes persons with national and international standing in their flatds. The School maintains a faculty exchange program with the State University of Utrecht in the Notherlands and a student exchange with the University of Warwick in England. The School enrolls 750 juris doctor students, of whom 549 are in the day program, and 125 graduate students. The credentials of entering students place the School's J.D. Program in the top 20th to 25th percentile of law schools in the nation. The Order of the Colf maintains a chapter at the School The Law Library, the second largest in the state, houses over 400,000 volumes and serves as an important resource to the legal community. The University's newly established Center for Legal Studies will serve as a focal point for the opportunity of members of the law faculty to participate in an interdisciplinary community of scholars dealing with legal studies.

Qualifications for the position include a law degree and a record of eaching and publishing that will support a tenure appointment. Can-

legal studies.

Qualifications for the position include a law degree and a record of teaching and publishing that will support a tenure appointment. Candidates should have a strong commitment to the following objectives: supporting scholarship and research; promoting the School and raising lunds from the alumni, the organized bar, and corporate and other institutional sources; encouraging high quality instruction and curricular innovation; recruiting a talented student body and a superior faculty; and supporting the University's affirmative action policy.

As a Corporte actional research university. Waves State Linuxersity.

As a Carnegie national research university, Wayne State University maintains strong and professional programs and is committed to high standards in research and scholarship. The University is centrally located in a metropolitan area of four million people and enrolls about 34,000 students in a broad range of undergraduate, graduate, and

Candidates should submit a current curriculum vitae and a list of at least five references, and nominators should send their nomination, to the Chair of the Dean Search Committee, Patricia Eamos, Vice President and General Counsel, 656 W. Kirby, 4249 Faculty/Administration Building, Wayne State University, Detroit, MI 48202.

Wayne State University

An Equal Opportunity, Affirmative Action Employer

CHATHAM

COLLEGE

ASSOCIATE DEAN OF ADMISSIONS

CHATHAM COLLEGE seeks a professional for its division of coroll-nent management. Chatham is committed to the education of women. The College provides is challenging liberal arts education which pre-pares its students to empty and master a world of complexity, interdepen-dence and rapid change. Chatham's liberal education to uses on urban, international, and environmental themes in a manner that emphasizes the College's location to the city of Patsburgh and its commitment to preparing students for lives as independent, informed and active mem-bers of society.

The position reports to the Dean of Admissions and Enrollment Management. The position reports to the Dean of Admissions and Enrollment Management. The Admissions of the Admission of the Ad



#### DEAN/ENDOWED CHAIR College of Business Administration

#### THE UNIVERSITY OF OKLAHOMA

#### Norman Campus

pplications and nominations are invited for the position of Dean, Cullege f Business Administration, and the first holder of the Fred E. Brown

RESPONSIBILITIES: The Dean provides academic, intellectual, and administrative leadership to the College and reports directly to the Academic Vice President and Provost, Norman Campus. The Dean is responsible for improving and promoting the quality and effectiveness of the College's instructional, research, and outreach programs. The basic budget for the college is more than 56 million with a permanent endowment of 88 million. QUALIFICATIONS: Candidates must meet the following requirements:

- Candidates with an acudemic background should possess an earned doctorate and qualify for appointment as a tenured professor in the
- doctorate and quality for appointment as a renured processor in the college;

  Candidates with a business background should have an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education;

  Demonstrated ability to lead and successfully manage professionals in academic, corporate, or governmental organizations;

  Demonstrated success in securing external support and/or supporting fine-leaded on activities.

- Demonstrated success in securing contents.
   Possess personal qualities that will facilitate working relationships within the University, its alumni, and among business lenders;
   Commitment to Affirmative Action employment guidelines, practices,

GENERAL INFORMATION: The University of Oklahoma, one of Oklahoma's two public comprehensive universities, has its main compus in Norman, with health sciences' cumpuses in Oklahoma City and Tulsa. Norman is a community of 80,000 located in the Oklahoma City metropolitan

The Norman campus includes the Colleges of Architecture, Arts and Sciences, Business Administration, Education, Engineering, Fine Arts, Geosciences, Law, Liberal Studies, the Graduate College, and the Oklahoma Center for Continuing Education. The Norman campus has 800 faculty members and enrollment is approximately 21,000 students, including approximately 4,200 graduate students. The College of Business Administration offers five baccalaureate degrees, two Master's degrees and the Doctor of Philosophy degree in Business Administration. The College consists of approximately 60 full-time faculty serving approximately 3,000 undergraduate and 300 graduate students. The College has five academic units including the School of Accounting and Divisions of Environmental Analysis and Policy, Finance, Management, and Markeling, Also included is the Center for Economic and Management Research. The College's faculty are actively engaged in research and enjoy national recognition in a variety of research specialities. The Bass Business History Collection provides a unique research resource through a special collection of books. Professional development is conducted in collaboration with the Oklahoma Center for Continuing Education and Public Service. An extensive oncampus program of professional seminars and practica are conducted in Its modern conference and hotel facilities.

-\$11ARY: The individual selected as Doan will also become the first holder of the Fred E. Brown Chair has a substantial endowment that will allow a total compensation package that is very competitive with major AACSB Colleges of Business as well as allowing support of college-wide activities of interest to the Dean. BEGINNING DATE: Proferably Fall, 1992.

APPLICATIONS AND NOMINATIONS: The Search Committee will begin screening applications in mid-March, 1992. The position will remain open until filled. Complete applications must include a résumé of education and experience (and the names, addresses, and telephone numbers of four references). Nominations and applications should be sent to:

Dr. James F. Kimpel, Chair Business Administration Dean Search Committee 100 E. Boyd, Suite 710 The University of Oklahoma Norman, Oklahoma 73019-0628

The University of Oklahoma is an Equal Opportunity,
Affirmative Action Employer.
OU has a policy of being responsive
to the needs of dual carrer couples,
Women and minorities are encouraged to apply.

istions of combustion phonomena; 2) turputent combustion and multiphane stomization processes; 3) development of high
pressure devices; 4) issue-based diagnostics includes laser scattering multi-puted
bolosraphy, summa-ray absorption and
computer-based 3-D image analysis. Dilies: planoins, execution and reporting of
both theoretical and experimental studies
of turbufent combustion and multiphase
flow processes. Experimental duties include development, spoilculon, and data
analysis of high pressure devices, pulsed
laser scattering and rutilipie pulsed holography measurements. Theoretical duties involva analysis, computer code development, execution and post processing on sument, execution and post processing on suanalysis, computer code government of the control of the control of the control of the code of the cod

Research/Aquatic Ecology: Senior Research Fellow with doctorate in equaculture, fisherité ar aquatic ecology. Minimum of ten yean's experience in cano of the above disciplines, retelinably agantic ecology, and working experience in the other two disciplines. International experience and a working knowledge of French and Spanish. Auburn University is an Affirmative Action, Equal Opportunity Employer. Minorities and wombe are encouraged to apply. For a complete lob description contact; Dr. Dances, Director, ICAAH, 201-A Swingle Hall, Auburn University, Alabama 16349; 203] 844-9201. entie g ar aqualic ecoloxy. Midmain of ten years' experience in one of the above discipilines, rateforably sentant ecology, and working experience in the other two discipilines, rateforably sentant ecology, and working knowledge of French and Spanish. Auburn University is an Affirmative Action, Bauel Opportunity Employer. Misorian, Bauel Opportunity Employer. Misorian, Bauel Opportunity Employer. Misorian, Bauel Opportunity Employer. Misorian and women are encouraged to apply. Par a complete look description contact; Dr. Duncas, Director, ICAAB., 201-A Swingle Hall, Auburn University, Alabama 36849; (203) 844-9201.

Resignch / Biochemistry: Research Associate A position is an encourage of the phenoberbial infactors o

azimal and in vitro bepatocyte culture ayajoms will be utilized to study the attered
gene capression at the transcriptional and
translational level. Two years' experience
in molecular biology techniques in the cytochrome P-450 area including DNA sequencing is necessary. Experience in dissue
culture, specifically with primary hapatocyte culture systems is required. Ph.D. in
Blochemiany or Molecular Biology. Solary
325,095/year. Send curriculam vitra including marnes of three references to Ms. Tillie
Moore, Kenneky Job Service, 300 South
Upper Street, Lexination, Kenneky 40506,
Refer to Job Order #825468.

Research/Blological Science: Research Spe-challst. Responsible for establishing and maintening cell cultures of the rabbit prox-tion tutule and other cells as needed; uti-lizes cells for measurement of instructivity pit and calcium; utilize various instru-ments to accomplish these goals; prepare and runtly neembrages from recol cells. percomputer fucilities, and data analysis of throe-dimensional and time-dependent sumprical simulations of hurbulent combustion processes based on atochestic simulation processes based on atochestic simulation methods. Working 8:00-5:00, 40 bours/ week, 5:24 kiyear. Send résumés to 73:10 Must have proof of tesul sutherly to work Woodward Avenus, Room 415, Detroit, Michigan 48:202. Reference #9692. Employer paid ad.

Research/Aquatic Ecology, Senior Research Pellow with doctorate in acquarulture, fisheries and proposed and such processes of the processes of the

\* You'll find no premium "late charge"; fast you pay nothing extra for it.

\* Write, phone, cable, telex, or fax: It's easy to to serve you.

> For more information. please call (202) 466-1055

#### **Mount Mary College ACADEMIC DEAN**

Mount Mary College, a Catholic college for women operated by the School Sisters of Notre Dame, is seeking a qualified individual to become Academic Dean. Mount Mary College, located in Milwaukee, has an enrollment of 1,400 women, including both day and evening divisions. The Academic Dean serves as the chief academic officer of the College, reporting to the President, and is responsible for those matters directly related to the College's academic mission. Through the heads of academic departments, the Dean administers the degree and curricular programs of the College. The Dean is responsible for providing administrative leadership in long-range academic planning, program development and assessment, and the professional development of the faculty and staff. The Dean coordinates the annual budgets for all offices of academic administration and teaching departments, and supervises a staff including the Associate Dean and the Assistant Dean.

Qualifications: Individuals interested in the position must

Qualifications: Individuals interested in the position must

- hold an earned doctorate;
   have administrative and teaching experience in higher education;
   give evidence of leadership, vision, sound judgment, imagination;
   be strongly committed to the education of women;
   be strongly committed to the vision and values of Catholic higher

The salary is competitive and commensurate with qualifications an experience. The appointment will begin mid-Summer 1992. Send letters of application, curriculum vitae, and names, addresses, and telephone numbers of three references by March 31, 1992 to:

Prof. Jarnes Conlon, Chair Dean Search Committee Mount Mary College Milwaukee, WI 53222

Mount Mary College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

DEAN

### SCHOOL OF MEDICINE

UNIVERSITY OF CALIFORNIA, LOS ANGELES

Applications and nominations are invited for the position of

#### **DEAN OF THE UCLA MEDICAL SCHOOL**

Candidates should have the capacity to exercise leadership not only in the School of Medicine, but at the local, state, and national levels as well. Selary will be competitive,

To be assured full consideration, nominations and applications should be sent by April 30, 1992 to:

Medical School Dean Search Committee ofo Ma. Connie Chittick Office of the Chancellor University of Celifornie Los Angeles, Celifornia 80024

UCLA is an Equal Opportunity, Affirmative Action Employer

#### When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

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- \* Your ad will be properly positioned or indexed—convenient for our readers and effec-
- service is the norm at The Chronicle, and
- reach The Chronicle, and we'll be delighted

#### Dean Widener University School of Law

Widener University School of Law Invites nominations and applications for the position of Dean.

The School of Law, founded in 1971, has two campuses located in Wilmington, Delaware and Harrisburg, Pennsylvania. There are 71 full-time faculty and over 60 adjunct faculty. The Law School offers day and evening education to over 2100 J.D. students; Master of Laws programs in Taxation and Corporate Finance; and overseas programs in Nairobi, Kenya, Padua, Italy, and Geneva, Switzerland. The Law School, as part of the Widener University Law Center, also offers the associate degree and certification programs in paralegal studies, judicial administration, and criminal justice for individuals pursuing careers in support of the administration of justice. Accredited by the American Bar Association, the School of Law also holds membership in the Association of American Law Schools.

The Law School is one of seven schools and colleges of Widener University, a comprehensive, independent university of 8,900 students, located in Chester, Pennsylvania, in suburban Philadelphia.

The search committee will consider the following factors in evaluating applicants: (1) administrative ability; (2) commitment to high level professional scholarship and teaching; and (3) evidence of ability to provide creative teadership in a legal community. All applications should be submitted no later than April 1, 1992. It is anticipated that the successful candidate will assume the deanship on or near July 1, 1992. Nominations, inquiries and applications, including vitae and the names of three references, should be addressed to:

> Professor Esther Clark, Chair Dean Search Committee Widener University School of Law P.O. Box 7474, Concord Pike Wilmington, Delaware 19803

Widener University is an equal opportunity employer

Solano Community College invites applications for:



#### DEAN OF STUDENT SERVICES Start date is 7/1/92; Application deadline is 4/1/92

Boginning unlary \$66,677 Contact Solano Community College Personnel Office to obtain

application and job announcement. All application documents must be filed in the Personnel Office no later that 3:00 p.m. or the deadline date.

Solano Community College • 4000 Suisun Valley Rd. Suisun, CA 94585 • 707/864-7128

SOLANO COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY AFFRMATIVI ACTION EMPLOYER & ENCOURAGES MINORITIES AND WOMEN TO APPLY

prolein and electrophysiology. 49 hour week, \$21,000 per annum Send letter or resume in duplicate to JP#10. Room 401, One Main Sireet, Brooklyn, New Yolk 11201

Research/Chemistryi Research Associate to develop new synthetic methodulogy in mechanistic atudies, amplication to synthesis of 2 decaymocleoudes and enantionelective synthesis of heterocyclic nucleouside analogs. Ph.D. Organic Chemistry or ABD Organic Chemistry and one year spostdoctomi experience. Background in organometallic chemistry with emphasis on treanopalladism chemistry and in dipular cycloaddition reactions and autiviral nucleousde synthesis. Publications desired but not required in these areas, Proficiency in Nicolet 360 and OE 300 NMR urs. \$21,000 year. Submit résumé to the Geurgia Department of Labor, 1275 Clatradon Avenue, Avondale Batales, Georgia 30002 or to the near-

Submit résumé to the Geurgia Department of Labor. 1735 Clarendon Avenus. Avonda Batales, Occipia 30002 or to the nearest Georgia Job Service Center. Control 1908 Comparison of the Control 1908 Control

experitue and proficiencies to Dr. Ellen Ll.
Assistumi Professor of Medicine, Deparment of Medicine, Washunston University
School of Medicine, 660 South Estoid Averue, Box 8031, St. Louis, Missout 631,0.
An Equal Opportunity, Affirmative Action
Employer. An employer paid adventisement.

The ASSOCIATE DEAN OF ADMISSIONS will manage a comprehensive according to high school, international and transfer prospects Sheftic should preserve strong organizational skills. The duties include the management of: admissions events and prospect visitation, high school relations, stall travel, coordination of applicant evaluation, high-school relations, stall travel, coordination of applicant evaluation, the present fallows for the present fallows. Research/Chemislry: Research Assistant. Work location in the Department of Biological Chemistry, Penn State University College of Medicine, Hershey, Pennsylvania, An M.S. in Chemistry with 2 year experience or a B.S. in Chemistry with 4 years working experience as a technician in the Chemical research is required. Previous experience in itolation, purification and sativate of physioproteins, mucins and officearch charides required. Fundamental understanding of the principles of carbohydrus and allycocordusate chemistry for planniss and allycocordusate chemistry for planniss inquiyappiteation communication and statistical tesearch.

The successful condidate will be capable of developing anti-ulation pro-grams, have a track record to community college francher recontinent, and experience in laternational recontinent. A Bachelo's degree readin-ste degree preferred, live or more years of progressively responsible ulmislops experience and computer proficiency are required.

The position reasons to the bound of Association and Equilibrium Manager.

auran, E. King, Dean of Admissions and Enrollment Management. Chathan College, Woodland Road, Putsburgh, PA 15242 Chathan Col-lege from equal opportunity comployer lenardyComputer Sciences: Revearch Associate, Computer Sciences. A large maderial and severally seeks to employ a Remore and opportunity seeks to employ a Remore and opportunity evaluate methods for tolving partial differential equations that reparts that individual have a said have experience in using numerical smally intending for partial differential equations, the individual must be excellent points, the individual must independ the performance computers. Fig. 19, in Numerical performance computers, Fig. 19

WINONA STATE UNIVERSITY Winona, Minnesota

#### **DEAN OF THE COLLEGE** OF EDUCATION

The Dean of Education is responsible for providing leadership of undergraduate and graduate programs on the Winona campus and in Rochester. Twin Cities metro area, and other off-campus sites. Responsible for program coordination and budget supervision of the departments of Education, Educational Administration, Counself reducation, Special Education and Health, Physical Education and Recreation Responsibilities also include effective involvement with external agencies (regional and national), including the Board of Teaching and NCATE.

Ing and NCATE.

QUALIFICATIONS: Earned doctorate from an accredited institution in one of the ficlds represented in the college; at least five years' successful teaching experience in higher education, including both teaching and administration responsibilities; demonstrated managerial skills, affirmative action practices and personnel skills; interest, knowledge and understanding of current educational issues; an understanding of the nature and purpose of collective bargaining; record of research, publication and other scholarly schievements; ability to work cooperatively with faculty, administration and other college staff, students, educators outside the institution, and the public at large.

Appointment date Juliu 1, 1992, Salanuis competitive, Application must in-Appointment date July 1, 1992. Salary is competitive. Application must include letter of application, résumé, and list of three references (including addresses and telephone numbers). Letters of reference will be required of somitinalists.

APPLY TO: Dean of Education Search, Afirmative Action Office, Winoria State University, P. O. Box 5838, Winona, MN 55987-5838. Open until filled Screening of applications begins April 1, 1992. WSU is an Affirmative Action, Title IX, Equal Opportunity Employer. Women, minorities, and disabled indi-



#### Dean of Admissions and Financial Aid

Responsibilities
The Dean of Admissions and Financial Aid works with the Vice President
for familiment and Student Services in the development and implementation of admissions, marketing, recruiting, retention, and financial aid
plans. He or she has direct, day-to-day responsibility for:

- organizing and implementing comprehensive nationwide and international recruitment and admissions programs;
   evaluating, admitting, and enrolling a culturally diverse student pop-

- unation;

   coordinating major components of the College's Student Information System; and

   supervising the Admissions staff and Director of Financial Aid.
- Education/Experience

Pive or more years of demonstrated effectiveness in undergraduate ad-nitesions and financial aid is required. Master's degree is preferred. Ex-pertise in statistical and demographic analysis, marketing, advertising, admissions information systems, and staff supervision is desired.

Salary Salary is competitive, based on experience and qualification: Position available 6/1/92 or earlier. Résumés should be received by April 6, 1992; attention: Vice President for Enrollment Services,

Beloit College 700 College Street Beloit, Wisconsin 53511

Beloit College is an Affirmative Action, Equal Opportunity Employer.

bacteria and a minimum of one year of labcratory research in bacterial genetics. Experience also including rotein purification, characterization and enzyme kinetics.
Falucation including at least one course
each in advanced biochemistry of proteins'
enzymes, nucleic acids, molecular genetics
and scientific computing. A minimum of
two publications in peer-reviewed journals
and a maker's thesis on sene expression of
ricroorganisms are required. Employer

Research / Mechanical Engineering Re-search Associate for radon modeling pro-person. Duties include developing and inte-grating computer algorithms and stroutation of heat, mass, and radon transport in build-ings. Master of Science in Mechanical En-



Lists of the latest books of interest to Academescholarly books and books about higher education -

every week in The Chronicle.



CLEMSON UNIVERSITY

#### **DEAN OF THE COLLEGE OF ENGINEERING**

Clemson University invites applications and nominations for the position of Dean of the College of Engineering, Dean J. Charles Jennatt has been named Provost and Vice President for Academic Affairs effective January 2, 1992. The University is seeking to fill this position by July 1, 1992.

THE UNIVERSITY: Located in the northwestern part of the State near the Biue Ridge Mountains, Clemson University is the land grant institution of South Carolina. Its nine colleges (Agricultural Sciences, Architecture, Commerce and Industry, Education, Engineering, Forest and Recreation Resources, Liberal Arts, Nursing, and Sciences) serve over 13,000 undergraduates and 4,000 graduate students.

THE POSITION: The College of Engineering consists of the

Departments of Agricultural and Biological Engineering, Departments of Agricultural and Biological Engineering, Bioengineering, Coramic Engineering, Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Environmental Systems Engineering, Industrial Engineering, and Mechanical Engineering. The College has approximately 3,300 undergraduates enrolled in 9 8.8. programs and over 700 oradiate et identify in 13 M S. M. Engr. and Ph. D. programs.

graduate students in 12 M.S., M. Engr., and Ph.D. programs. The Dean is chief administrative officer of the College and reports directly to the Provost. The Dean is responsible for academic administration and planning, budgetary functions, and enhancing the research and educational development of the

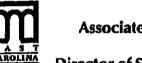
QUALIFICATIONS: Candidates should possess the following

- a) an earned doctorate in engineering or a related discipline and
   a substantial record of scientific achievement sufficient to
- merit a senior appointment in one of the departments; b) successful experience in university teaching, research, and
- commitment to excellence in education; and, c) leadership, communication and interpersonal skills, as evidenced by successful prior administrative experience. NOMINATIONS AND APPLICATIONS: Nominations or

applications along with the curriculum vitae, and names, addresses and phone number of three professional references should be sent Chairperson

Dean Search Committee 109 Riggs Hall Clemson University Clemson, SC 29634-0901 A review of applications and nominations will begin March 15, 1992

and continue until the position is filled. Clemson University is an affirmative action, equal opportunity employer.



**Associate Dean of Students Director of Student Judicial Affairs** 

Responsibilities: Administers and supervises the University student judicial system with authority to formulate and carry out institutional policy. Provides advisory services for the University men's social greek system. Administers the University canvassing and soliciting policies and procedures. the University canvassing and soliciting policies and procedures.

Requirements: Doctorate preferred, Masters degree required in Student Personnel, Counseling or a related behavioral field with at least 5 years' progressive administrative responsibility in judicial programs and greek activities in a comprehensive University setting. An understanding of student develops, and the ability to apply theory in practice in a multicultural student setting is necessary.

University Process: East Carolina University is located in Greenville, North Carolina, 85 miles from the North Carolina coast. A senior unit of the University of North Carolina, East Carolina University has a current enrollment of more than 16,600 students.

Application Process Applicants should send a fetter of application, com-plete resume, and three current letters of reference to:

Ron Spier Dean of Students 209 Whichard East Carolina University Greenville, N.C. 27858-4353

Closing Date: Applications will be received until the position is filled. Screening will begin April 1, 1992. AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION UNIVERSITY, APPLI-CANTS MUST COMPLY WITH THE IMMIGRATION REFORM AND CON-TROL ACT.

sincering required. Requires two years 'experience in developine, programming, and debugging Fortran finite element building energy analysis software and detailed simulation of building components and systems. Annual salary \$33,900, 40 hours per week (Monday through Friday, 8:00 a.m. to 5:00 p.m.). Interested applicants senti resume to Job Service of Florida, 3421 Lawton Road. Orleado. Florida 3201-2099. Job order number FLA562011. An Equal Opportunity, Affirmative Action Employer.

Research/Medical Pathology: Research Associate or Medical gains of mild search research received applicants senti resume to measure the search Associate or Medical pathology, and two years experience as Research Previous experience as Research Previous experience must include renal diverse research in various experience in Medical Pathology, a U.S. or foreign medical degree is acceptable in licus of Science in Medical Pathology, a U.S. or foreign medical degree is acceptable in licus of Science in Medical Pathology, a U.S. or foreign medical degree is acceptable in licus of Science in Medical Pathology, a U.S. or foreign medical degree is acceptable to refer to medical degree is acceptable to refer to Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, a U.S. or foreign medical degree is acceptable to licus of Science in Medical Pathology, a U.S. or foreign medical degree is acceptable to refer to Medical Pathology, a U.S. or foreign medical degree is acceptable to refer to Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Research Associate or Medical Pathology, and two years experience as Res



**DEAN OF LIBRARIES** 

RESPONSIBILITIES: The University of Nevada, Las Vegas is seeking a Dean of Libraries who must exercise a combination of imaginative vision and managerial skills to guide the UNLV libraries into the twenty-first century. Reporting to the Senior Vice President/Provost, the Dean supervises 27 professionals and 48.5 support staff and acts as the libraries' representative and advocate with the faculty, students and University administration. Collections include over 600,000 volumes, plus substantial, growing periodicals and nonbook collections and more than one million microforms and government documents. The current materials budget is \$2.6 million. The successful candidate will have the responsibility of overseeing the planning and construction of a new \$40 million library. A statewide academic libraries electronic network will be on-line before the end of 1992. We nvite applications and nominations for this position.

QUALIFICATIONS: Requirements for this position include an ALA accredited degree at the master's level or higher, with additional advanced degrees desired. We seek a Dean with a record of progressively cosponsible administrative experience in an academic or research library, including demonstrated skills in setting priorities and long-range goals, marshalling resources, and motivating staff. The successful candidate will demonstrate strong and creative leadership; an awareness of current and emerging library issues; superior interpersonal skills; and an ability to work effectively with diverse library constituencies in both the university and community.

SALARY: Highly competitive, rank negotiable depending on background and experience.

THE SETTING: UNLV is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "up-and-coming" colleges and universities in the U.S. Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing ্ট্রতpulation of 850,000 residents.

APPLICATION: Screening will begin April 2, 1992, and will continue until the position is filled. The position opens July 1, 1992. Send application letter; resume: names, addresses and phone numbers of at least five references to: Dr. Stephen D. Fitt, Co-Chair, Deen of Libraries Search Committee; University of Nevada, Las Vegas: James R. Dickinson Library: 4505 Maryland Parkway: Las Vegas, Nevada 89154-7001. Librarians at UNLY have tenure-track positions with faculty status. 12-month appointments with 24 days per year of paid vacation and a standard package of fringe benefits including TIAA/CREF or state retirement system. No state income tax. UNLV is an AA/EEO employer.

A YOUNG, PROUD, AND GROWING UNIVERSITY

### SWEET BRIAR COLLEGE Dean of Academic Advising

Dean of Academic Advising to develop and coordinate the academic advising program for freshmen and sophomores, continue the development of the Freshman Seminar Program, and manage college-wide relention efforts at a noted mid-Atlantic women's college, Experience in college teaching and advising required, good interpersonal and teadership skills, commitment to women's education and development. Reports to the Dean of the College; Italison with Admissions, Financial Ald and Student Affairs. Available July 1992. Advanced degree in the Liberal Arts or Sciences. Ph.D. preferred. Send vita and three letters of recommendation to Dean George H. Lenz, Chair, Search Committee, Sweet Briar College, Sweet Briar, Virginia 24595, "Consideration of applications will begin March 30, 1992. Women and minorities encouraged to apply. EOE." minorities encouraged to apply. EOC.

Research/Neurolamunology; Research Associate/Neurolamunology, to Investigate the mechanisms of immune aupression at a molecular love to drug abuse. 40 hours/week. \$10,000 per year, Requirements: Ph.D. degree in Neurolamunology. M.D. preferred, A. leust 2 years of experience in molecular biology or neuroblochestighty. Must prove Igal to work in the U.S. Send 2 copies of resume to: DOBS, \$00 C Street, Northwest, Room 235, Washinston, D.C. 20001. Please refer to Job Order \$5996.

Research/Tharmacology: Research Assist-ass Professor to study the pharmacology of alreay smooth muscle reactivity in isolated traches and cultured amount muscle cells, and to determine how this may be altered in disease conditions such as artuma. In addi-tion, the influence of the resultatory epithe-lam on smooth muscle function will be ex-lationed. Must have Fa.D. In Pharmacolo-ly/Thyte years' research experience in air-way smooth muscle research and organ chamber and cell culture techniques; tures

Research / Physics: Research Associate; 322,700/year. Job requires a Ph. D. in Physics with an emphasis in Roman spectroscopic instrumentation, extensive experience of Roman spectroscopic instrumentation, extensive experience in Roman spectroscopy demonstrated with documented record of publications. Experience with local paser maintenance, optic applications, including non-linear optics, computer processing of Roman spectral information and handling of biological samples is required. Provious experience and handling of interactions of metals with complex organic molecules and knowledge of physical chamistry or blooplymer is exsential. Responsibilities; Resonance Romandal.



Position Available: Dean of Vocational/Technical Education.

Responsibilities: The Dean of Vocational/Technical Education, reports to the Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/technical education; prepares a yearly budget request; approves all related expanditures; recruits and recommends faculty; conducts research relevant to the operation and development of vocational/technical education in the College.

Qualifications: Master's degree required, Doctorate strongly preferred; minimum of five years' experience in an administrative position with at least three years at the associate dean level or commensurate experience in a position of similar responsibility, experience with Carl Perkins funding; ability to provide direction for an ambitious and progressive vocational/rechnical education program in a participatory management environment; excellent communication skills. Teaching experience in a vocational/technical discipline and a working knowledge of Missouri State funding procedures is destrable. Available July 1, 1992.

The College: Jefferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational/technical programs to over 4,000 students each year. The vocational/technical education program is highly respected throughout the area and has received state, regional and national recognition for excellence in education.

Salary: Competitive. Jefferson College offers an excellent fringe benefit package including health and dental insurance, long-term disability, life insurance, a liberal leave and vacation provision, and an outstanding retirement program

Applications must include: A letter of application addressing the qualifica-tions, résumé, copies of transcripts and three letters of reference. Completed applications must be received no later than April 1, 1992.

Address inquiries and applications to: Dan Steadman, D.A. Vice President, Academic Affairs Jefferson Collega 1000 Viding Drive Hillsboro, MO 63050 (314) 789-3956, Ext. 300

It is the policy of Jefferson College that no person shall, on the basis of race, sex, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

#### **Dean of Students EMORY & HENRY COLLEGE**

Emory & Henry, a United Methodist-related College of 800 students, most of whom live on campus, invites applications and nominations for the position of Dean of Students. Enrollment is stable, the endowment has grown to \$20,000,000, and the campus facilities are in excellent condition.

Responsibilities include the full portfolio for student affairs on a residential compus programming, housing, intramurals, Greek life, campus security, health center, and discipline.

Quabilizations include a master's degree in student effairs (doctorate preferrict) and at least three years of expertence in student affairs at a residential liberal arts college. The successful candidate will have a deep understanding of student affairs, a strong commitment to students, and the imagination and creative energy to develop new programs. Review of applications will begin on March 29, and the search will continue until the position is filled.

Send applications and nominations to Office of the President, Emory & Henry College, Emory, VA 24327. A completed application includes a letter, c.v., and the names and phone numbers of three references.

AA/EOE



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.



#### **DEAN OF STUDENTS**

#### University of Wisconsin-River Falls

The University of Wiscousin-River Falls invites nominations and applications for the position of Dean of Students. The Dean of Students is the senior student affairs officer for the University and reports to the Assistant Chancellor. The Student Affairs Division contains Admissions, Bookston, Career Services, Center for Adult Students, Conferences and Events, Conselling and Testing, Food Service, Office of Minority Atlairs, Residence Health, Student Activities, University Centers and the Women's Resource Centers.

Resource Center.

The Position. The Dean of Students is responsible for developing strengthening, implementing and evaluating programs and pulses that enhance our students' educational, social, cultural and personal development. The Dean works in support of the university's mission of creating and fostering a positive learning environment for students. The Dean works cooperatively with a advenue units to facilitate comprehensive deivery of services to students to maximize academic success and personal development. The Dean provides leadership for the division's directors, a the student conduct officer and serves as an advocate for students the Dean helps to promote a strong sense of community within the missester. Dean helps to promote a strong sense of community within the university and represents the university, and in particular Student Alfairs, to intense

The University. The University of Wisconsin-River Falls is located in scenk west central Wisconsin. 30 miles east of the vibrant Twin Clifes of 5t Pad and Minneapolls, Minnesota. Students may pursue degrees in the colleges of Arts and Sciences. Education and Agriculture. Candotate degrees are also offered in each college. The student population is 5,100. An outstanding student-faculty ratio of 17:1 enhance our strong commitment to quality undergraduate instruction.

Qualifications. A doctorate and tive years' experience in student affairs required. The ideal candidate will have leader-stip abilities in student affairs; doministrated ability to work cooperatively will academic affairs mills; the ability to build offer tive relationships with students, faculty and staff, and a commitment to building a diverse compus community. Application, Position begins July 1, 1992. Oxadino for receipt of application materials is April 15, 1992. Complete applications consist of a over letter, resume, and the names, additices and phone numbers of four references. An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date. Send applications

Dean of Students Secarch and Section Committee Dincerate of Wisconsin-River Falls 119 Hathorn Hall, River Falls, WI 54022 FAX (715) 425-4386

The University of Wisconsin River Lills is committed to achieving diversity in its academic community. Women and immunities are strongly encouraged to apply. AA/I OF



#### DEAN SCHOOL OF ARCHITECTURE

The University of Miana mydes nonunations and applications for the position of Dean of the School of Aichitecture. The University of Miani is a private non-profit research university for afert in Coral Gables, Florida, with 12,000 full-time students and a faculty of 1800.

The School of Aichitecture.

The School of Architecture was established in 1914, and comprise programs awarding the Bachebir of Architecture, Staster of Architecture, and Masteri Architecture in Subuit and Traver Design degrees. The School entolis 350 students from throughout the world, and has a distinguished faculty of 24 full-time and numerous adjunct part-time inegabets.

The University seeks an individual who has the arademic credentals and profession, and accomplishments that ment apparatment as a tenured full professor, who has demonstrated administrative expensioner, and who has the leadership qualities necessary for the development and maintenance of strong academic programs to architecture. The Dean reports to the Executive Vice President and Prospet. So recoming will begin immediately, and the search will continue until an apparatment is made.

Applications must include a complete resume along with names of three to five references. Nominations and applications should be forwarded to

Dr. John T. Masterson Chair, Search Committee University of Miami Office of the Provost P. O. Box 248033 Coral Gables, Florida 33124-4628

The University of Aliami is an Equal Opportunity, Afformative Action em er and specifically invites and encourages applications from women and minorities.

map apectroscopy of metalloproteins, their active centers and model compounds, acquisition and computer analyses of Kurum data; operating and maintaining a Roman spectrometer, including son gas (Ar + and Ar + b) agers and optics; themical premaision of biological samples; anaering reduction and substrate binding. Applicacity may apoly in person or by resume to Grouga Department of Labor, 160 Order 161A 5277594, 1275 Charuston Assaue, Avandale Estates, Georgia 3000 or to the nearest Georgia Job Service Center. Research/Plant Pathology: Research Asso-ciate. Position available to map sense for disease resistance in manghe are, one peas, and domain using IDA starter technology. The successful candidate will isolate and analyze IDAA from these plant species as part of sonome mapping experiments, make senetic crosses, maintain plant pathosom, and develop artificial disease spidentics. The successful candidate will state be expected to teach plant petitology pourses related to these sease of research. Minimum qualifications: Pr. D. in Plant Pa-

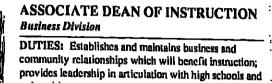
thology plus three or more year, roujdon to all revenish experience with disease pathwests of legumes and schemans pathwests of legumes and schemans roos, molecular general technique, in the university feet. Desired qualifications include experience mediate plant general propagating class disease pathogens, unduding artificial options, each rease pathogens, unduding artificial options, each rease pathogens, unduding artificial options, and rease pathogens, unduding artificial options, and rease propagating on an antaste lands, farther yearly depending on an antaste lands, farther instally available for three panting is initially available for three pantings, and rease, and passed to the section of two propagations, farmed, in an antaste lands, farther of the propagation of the participant of farm propagation, farmed in the address of the participant of farmed pantings, and the participant of farmed pantings, and the participant of farmed pantings, and the participant of the participant

RULLETIN BOARD: Positions available

# leadership Opportunities

in Central California

universities.



MINIMUM STANDARDS: Includes a MBA degree or a muster's degree in business or a related area. THE DIVISION: The division offers twenty-one majors with a quality oriented staff of 28 full-time and approximately 60 part-time faculty members.

#### ASSOCIATE DEAN OF INSTRUCTION

Technical-Industrial Division

DUTIES: Recommends to the dean of instruction schedules of teaching assignments. Serves in a liaison capacity between the faculty of the division and the administration; promotes, organizes, coordinates and develops division programs.

MINIMUM STANDARDS: Include a master's degree in any occupational or technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.

THE DIVISION: The division offers twenty-one majors with a quality oriented staff of 28 full-time and approximately 60 part-time faculty members.

Starting Date: 7/1/92 Filing Deadline: 3/30/92

To find out how you can become a member of the State Center Community College District team, contact the Personnel Office at 1525 B. Weldon, Fresno, CA 93704, or cult them at (209) 226-0720.

#### DEAN **COLLEGE OF MEDICINE**

Applications and nominations are invited for the position of Dean, College of Medicine for the Charles R. Drew University of Medicine and Science.

THE POSITION: Reporting directly to the President of the University, the Dean plans, directs, and promotes the activities of the College of Medicine in accordance with established policies, goals, and objectives. Responsible for the development of policies and goals in relationship to University operations, personnel, performance, and growth.

#### QUALIFICATIONS:

Must be a licensed physician (M.D.);
 A record of distinguished university teaching, scholarly research, or achievement that would merit appointment as a full professor;
 Successful academic administrative experience, including resource management, establishing educational priorities, and articulating a vision for medical education in relationship to the mission of the University;

THE UNIVERSITY: The Charles R. Drew University, one of only four Black medical schools in the nation, interprets its mission in a unique approach of academic models and community programs that address the medical, social, and economic needs of underserved popula-

**APPLICATION:** Applications should include a complete résumé; letter of application; and names, addresses, and telephone numbers of five references. Nominations and applications should be sent to:

Russell Reynold Associates, Inc. c/o Stu Fishler 333 S. Grand Avenue, Suite 4200 Los Angeles, CA 90071 FAX (213) 620-1643

Applications will be accepted through April 15, 1992. Expected appointment date is July 1, 1992.

CHARLES R. DREW UNIVERSITY OF MEDICINE AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

#### DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

#### DEAN OF FINE ARTS/PHYSICAL EDUCATION AND DEAN OF LANGUAGES DIVISIONS

**Brookhaven College, Dallas, Texas** 

Brookhaven College, part of the seven-college Dallas County Community College District, is seeking experienced educators for the two dean positions listed above. Brookhaven is a 200-acre, 10-building campus, with an enrollment of approximately 8,500 credit students and 9,000 continuing education students. The multi-ultural campus is breated in Exerces. He seek a mode and envised 13 tiles of 13 tiles. is located in Farmers Branch, a north-west suburb of Dallas.

Responsibilities of both administrative positions include overall planning, staffing, budgeting, supervision of full-time/part-time personnel, supervision/coordination of divisional material programmy, participation in the selection of faculty, coordination of semester course offerings, and instruction of classes in a division discipline. The Dean of Languages has an additional responsibility for coordinating international studies.

Dean of Fine Arts/Physical Education requirements: Master's degree in fine arts or physical education, four years of college leaching and/or administrative experience or a combination of both, demonstrated teaching competency in one of the disciplines offered by the Division: art, music, theatre, dance, humanities, visual communications, and physical education; ability to utilize computer technology, and excelent organizational, management, and interporsonal skills.

Dean of Languages requirements: Master's degree in a foreign language, ESL, linguistics, or a related field; four years of college teaching and/or administrative experience or a combination of both, demonstrated teaching competency in one of the disciplines offered by the Division: a foreign language or ESL; ability to utilize computer technology, and excellent organizational, management, and interpersonal skills.

For application, please forward a résumé to Ms. Anne Brophy, Administrative Offices, Brookhaven College, 3939 Valley View Lane, Farmers Branch, TX 75244-4997. A DCCCD application will be sent to applicants for completion and return. All application materials must be received by the deadline date: March 27, 1992.

EEO/D/AA Employer

spervision, selection, training, and evaluation of graduate and undergraduate staff, and individual and group advisions. Persure any and on-call coverage. Must and support the creation of a diverse environment. This is approximately a 10 month treatment of the sensitivity to multicultural issues used as apport the creation of a diverse environment. Familiarity with residence half operation to reduce the sensitivity of multicultural issues used as apport the creation of a diverse environment. Familiarity with residence half operation to providing family living unastring ashery of \$1,500.00 \$1,700.00 and the half operation to providing family living anothing ashery of \$1,500.00 \$1,700.00 ployment. Qualifications: Master's degree two years, part-time administrative experience. Effective date; July 28, 1992 tandering family part-time administrative experience. Effective date; July 28, 1992 tandering family part of the second life, lifting \$1,500.00 \$1,500.00 and \$1,500.00 \$1,50 Residence Life: Area Coordinator, filmoss Residence Life: Area Coordinat

#### ASSOCIATE DEAN FOR ACADEMIC AFFAIRS

#### Research College of Nursing

Research College of Nursing invites applications and nominations for the position of Associate Dean for Academic Affairs. The position will be available on August 17, 1992. The Associate Dean reports to the President/Dean of the College and is responsible for the broad areas of faculty and currieus

The College of Narsing has a full-time faculty of 31 and an curoliment of 260 students. There are three options in the baseaforcate program: the basic, the accelerated for students with degrees in other fields, and the RN completion for students who are registered nurses. The Bachelor of Science in Narsing is offered in partnership with Backkurst College.

Candidates must possess a Master's Degree in Nursing, current Beensure in the State of Missouri, an earned Doctorate in Nursing or a related field. Three years or more of successful collegiate administrative experience, knowledge of curriculum development in both nursing and higher collection, five to ten years of teaching at the baccalaurente level, evidence o scholarly activity, and a commitment to the goals of professional nursing

Please send a letter of application including goals for nursing education and previous experiences which support the ability to meet the responsibilities of the position. Attach a curriculum vitae and the names of three references who may be contacted. Materials are to be submitted to:

Dr. Norma Lewis Chair, Search Committee Research College of Nursing 2316 East Meyer Boulevard Kansas City, Missouri 64132

Application deadline: April 15, 1992 or until the position is filled.

EOE.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.



#### **DEAN OF HUXLEY COLLEGE** OF ENVIRONMENTAL STUDIES Western Washington University

Hunley College of Environmental Studies seeks a Dean to represent the faculty and administer its undergraduate and Master's programs. The Dean reports to the Provest and to the general administrative officer responsible for all programs in the College, including scademic adiator, research, budget, and related student activities.

Hindey College, founded in 1966, has an intended south activation approach supported by courses in marine, freshwater and benestrial ecology; environmental chemistry; custom-mental loat cology and nutrition; watershed management; human ecology; environmental policy and fectsion-making; social impact assessment; outdoor and experiential education; and environmental journalism. Research institutes reporting to the dean include Watershed Studies, and Environmental Toutine and Environmental Envi

Undergraduate environmental studies at Huxley center on four academic majors: environmental science, environmental policy and assessment, cuvironmental education, and environmental studies. The M 5. degree in Environmental Science offers instruction in seven specializations. Cooperative programs include Biology, Chenistry, Economics, journalism and an M.Ed. in Environmental Education and an M.A. in Political Science/Environmental Studies. At present, there are 14 faculty, 22 affiliated faculty, approximately 400 undergraduate majors, and 50 Master's students.

Western Washington University has 9,500 students in six colleges, with graduate programs at the Master's level. Bellingham is located between Seattle and Vancouver, B.C., on Puget Sound.

B.C., on Puget Sound.

Candidates should have the Ph.D. degree, experience with multi-deciplinary programs, an academic record that would quality for appointment at the rank of tenured full professor, and relevant administrative experience. Salary competitive. Nominations welcome. Application materials should include a letter describing the candidate's administrative experience and scademic interests, a curriculum vitae, and letters of reference for names and addresses) from at least four persons evaluating the candidate's qualifications and background for the position. These should be mailed to Prof. Konneph Hoover, Chair, Dean of Husday College Search Committee, Dept. of Political Science, Arnizen Hall 415-MS 9082, Western Washington University, Bellingham, WA 9922s. Fax Number: 206-647-7295. Consideration of applications will begin on March 25, 1992, and will continuousli candidates have been telentified. Western Washington University is strongly committed to the principle of diversity. Therefore, we are interested in receiving applications from a broad spectrum of candidates, including women, members of ethnic and racial minorities, and persons with a disability.

mentation, chairs residential life standing committees and serves as flaison to other campus offices. Must have a sensitivity to multicultural issues and support the creation of a diverse environment. This is approximately a 10 month live-in position providing family living quarters, meals, tution welver, and a minimum starting salary of \$2,050-\$2,153 a month. Qualifications: Muster's desires in Student Personnel or comparable administrative experience and three years' full-time work experience in residence halls. Effective date; July 27, 1992 (anticipated openings). Conference interview available by contacting Associate Director of Residential Life, filineds State University, Nermal, life and litinois State University is an Equal Opportunity, Afrimative Action Employer. Minosities and women are especially encouraged to apply.

Residence Life: The University of Denver Department of Residence associates the following position varancies. The Univer-sity of Denver is a private liberal arts uni-versity located at the base of the Rockies. The Department of Residence is committed

to diversity and community development, and uses a team approach to meet the needs of its student population. General Responsibilities (both positions): Manage a 200-400 person co-ed residence hail, supervise one graduate Associate Director, advise hall government, discipline, counseling, teach RA class, and departmental committee assignments. Resident Director: Supervise 13-15 Resident Assistants. Master's degree in CSPA, Counseling, or related field required. 12-month live-in with furnished apartment/meals. Salary: 516,900. Complex Director (anticipated): Surgeyge 18 Resident Assistants and 3 goarging (manages). Master's degree in CSPA, Counseling, or related field plus 2 years post master's experience required. 12. month, live-on with furnished apartment/meals. Salary \$20,300. We will be interviewing at ACPA only. For earliest consideration, apply by March 16, 1992. Applications, apply by March 16, 1992. Applications, and references to: Richard Machado, Department of Residence, 2059 East Evans Avenue, Denver, Colorado 2020s. The University of Denver is committed by enhancing the diversity of the faculty and safe and references to: Richard Machado, Department of Residence, 2059 East Evans Avenue, Denver, Colorado 2020s. The University of Denver is committed by enhancing the diversity of the faculty and safe for an encourages applications participally from women, minorities, people with disabilities, and veterans.



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#### DEAN

#### College of Liberal Arts

#### UNIVERSITY OF ALASKA FAIRBANKS

The University of Alaska Fairbanks (UAF), a land-ses-space grant institution serving over 6,000 students at its main campus in Fairbanks and at a number of rural campus centers, invites applications and nominations for the position of Dean of the College of Liberal Arts. The College of Liberal Arts is the largest callege in the University, currently serving 1,000 undergraduate and graduate students in majors offered by the 156 full-time and 59 part-time faculty members housed in 18 Departments within the College. The College offers baccalaureate and Master's programs in traditional disciplines of study; degrees emphasizing international and multicultural studies, and Ph.D. degrees in Anthropology and Mathematics. KUAC TVFM and the Alaska Native Language Center are also housed in the College of Liberal Arts. The College delivers a majority of the courses which service a recently implemented core curriculture.

UAF is located in Entrands, a community of over 72,000 that was recently trated fourth heat small city in the nation. Being the second largest population center in the State, Fairbanks offers significant cultural, artistic, and recreational opportunities not often available in a community of its size. Fairbanks' geographic location provides its inhabitants with opportunities to participate actively in many international ventures.

The Dean is responsible for personnel matters, budgetary administration, and for academic planning of the College and is expected to support and promote the programs of the College in interactions with other internal and external constituencies. The Dean facilitates the development and enhancement of quality teaching, scholarly/executive activity, and service within the College.

Candidates for the position should have the following qualifications:

- An earned terminal degree in the humanities, mathematical sciences, parforming and fine arts, or social sciences, experience of progressively responsible academic administration which includes a history of successful budgetary and fiscal administration.
  I lave attained the tenured rank of Frofessor.
  A record of excellence in tenching, research/creative activity, and service.
- A demonstrated commitment to supporting and retaining quality (seulty, staff, and students.

  A demonstrated commitment to faculty, staff, and student participation

- A definitizated communication acting, state, and actions participated in university governance.
  Strong interpersonal and communications skills.
  Experience working with private and public external constituencies.
  A desire to experiment with non-traditional educational opportunities.
  Experience in multicultural environments.

Please send a curriculum vitae; a statement of interest and educational philosophy; and names, addresses, and phone numbers of five references

Dr. Paul B. Reichardt, Chair
College of Liboral Arts Dean Search Committee
College of Natural Sciences
Room 465 Duckoring Building
The University of Alaska Fairbanka
Fairbanks, Alaska 99775-1240
Phone: (907) 474-7941
FAX: (907) 474-5101

Application screening will begin 25 March 1992 and will continue until the position is filled. The positions will be available 1 July 1992 or as soon thereafter as the successful candidate may begin.

The University of Ataska is an ERGIAA Employer and Educational Institution.

#### ASSOCIATE DEAN FOR STUDENT AFFAIRS School of Business Administration (SBA) California State University, Sacramento (CSUS)

Reporting to the Dean, the Associate Dean is responsible for a broad range of academic programs and administration of student programs (i.e., advising, interns, recruitment, etc).

Qualifications: An appropriate doctorate degree, with preference given to candidates holding a terminal business degree, and evidence of demonstrated administrative skills, academic leadership, and effectiveness with students in a diverse environment. Salary will be commensurate with experience and qualifications.

Application deadline is April 15, 1992. Send application letter, current resume, 3 recent letters of recommendation, and transcripts of highest degree earned to: ADSA Search Committee; School of Business Administration; California State University, Sacramento; Sacramento, CA

CSUS is an affirmative action/equal opportunity exployer and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people, especially underrepresented ethnic minorities, women, disabled individuals, and Vietnam era veterans who are representative of the diversity in California. CSUS hires only those individuals who are lawfully authorized to accept employment in the United States.

Rasidence Life: Residence Hall Directors, University of Wisconsin - Riyer Falls. Courseling, programming, staff supervisors, and administrative duffers to maintain an unvironment conducive to a successful group-living experience. Live-in positions in no larger than 300-student hall. Quarterings capportunities exist within department and gither student services ares. Backety's Abspree and prior residence hall living experience required, Matter's Degree desirable. Salary mage to \$18,000 (9,5 months) plus apartment and meals. August

12, 1992, starting date. Application dead-line: April 15, 1992, UW-RF is committed to achieving diversity in its aendamic com-monity. Women and minorities are strongly encouraged to apply. Lettier of application and resume to: Terry L. Willson, Associate Director of Residence Life, University of Wisconsin-River Falls, River Falls, Wis-consin 54022. Indicate if attending Onkosh or ACPA. An alphabetical Islang of all numinees and applicants, without differen-tation, ones the released following the civi-

# DEAN OF FACULTY

#### **SOUTHWESTERN** COLLEGE

Southwestern College in Winfield, Kansas, a private liberal arts college of 750 students founded in 1885, invites applications and nominations for the position of dean of faculty.

The dean of faculty is the senior academic administrator of the college, reports to the president, and is responsible for undergraduate degree programs in st. divisions as well as graduate degree programs. The dean's principal duties are academic policy and related faculty personnel

A candidate for the position of dean of faculty should possess a commitment to academic excellence, a record of effective teaching and leadership in college governance, a responsiveness to the concerns of the faculty and high scademic credentials, ideally a Ph.D.

A candidate should also understand Total Quality Management and its application to academic governance, and should be capable of facilitating relationships with area businesses, industries, health care institutions, and elementary and secondary schools.

Southwestern College is related by covenant to the Kansas West Cun-ference of the United Methodist Church. The dean of faculty assumes a supportive role in the realization of a liberal arts education in this church-related environment.

Southwestern's diverse student body includes both traditional and non-traditional learners; approximately half are resident students. There are 48 full-time faculty members; the current endowment is over \$20 million. The college is fully accredited by the recognized regional and national penetics.

This position is available July 1, 1992, but could be filled at a date mutually agreed upon by the college and successful candidate. Interested persons should send a letter of application together with a curriculum vitae and three current letters of reference to: Office of the President, Southwestern College, 100 College Street, Winfield, Kansas 67156-2499. Applications will be acreened beginning April 1, 1992; the process will continue until the position is filled. AA/EOE.



# YALE UNIVERSITY

# **Graduate School**

#### ASSOCIATE DEAN FOR THE NATURAL SCIENCES

The Yale Graduate School invites applications for the position of Associate Dean to begin on July 1, 1992. This individual will be responsible for overseeing Graduate School policies in 25 science departments and programs housed in the Faculty of Aris and Sciences and the Medical School. The duties normally performed by the Associate Dean include monitoring the implementation of academic policies of the Graduate School, supervision of graduate admissions, supervision of financial aid, advising students, and monitoring their pocademic progress. pervision of managements.

A Ph.D. or equivalent and at least three years' experience in leaching or administration at the university level is required. The term of appointment is 3 years and is renewable. The level of salary will be

Applications should include a *curriculum vitae* and should be supported by three letters of recommendation from individuals who are lamillar with the applicant's qualifications for the position. The deadline for applications is April 6, 1992. All documents should be sent to:

Search Committee Graduate School Yale University Box 150AA Yate Station New Haven, CT 06520-7425

Yale University is an Affirmative Action, Equal Opportunity Employer.

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For more information. please cail (202) 466-1055



#### WEST GEORGIA COLLEGE

#### Vice President and Dean of Faculties

West Georgia College invites applications and nominations for the posi-tion of Vice President and Dean of Earthlies.

The Vice President and Dean of Faculties is the chief academic officer and advisor to the President with administrative responsibility for coordinating all the academic programs, research and service activities of the College. The Vice President and Dean of Levillies is the ranking College official who aris

West Georgia College has a similent enrollment of approximately 7,500 (2,000 of whom are graduate students), curploys a full-time faculty of 26, and offers a variety of undergraduate programs in the School of Arts and Sciences, Business, and Education. The Graduate School offers at array of programs for the master and specialist degrees as well as a cooperative Ed.D. degree with the University of Georgia.

West Georgia College, a comprehensive senior college of the University System of Georgia, is located in Carrollton, a pleasant community of approximately 20,000 residents about 50 miles west of Arlanta. Carrollton has very good schools, extensive recreational facilities, and an economy balanced by industry, higher education, and retailing.

Candidates for the position must have an earned doctorate or appropriate terminal degree; extensive full time college teaching, research, and administrative experience in progressively responsible positions; scholarly qualifications sufficient to merit appointment as a professor in one of the institution's academic departments; superior abdity in oral and written communication; a strong commitment to academic quality; and effective interpersonal skills. Salary is competitive and commensurate with qualifications and expen-ence. Position will be open January 1, 1993. Starting date is negotiable.

Candidates should send a resume, official transcripts, a personal letter of interest indicating how their qualifications meet the needs of this position, and the names, addresses, and telephone numbers of three references to the address below. Additionally, candidates should have three letters of references.

Dr. Jeanette Bernhardt, Chairman Vice President and Dean of Faculties Search Committee P. O. Hox 10033 West Georgia College Carrollton, GA 30148 (404) 836-6552

Review of applications and nominations will begin May 1, 1992. The names of applicants and nonmoes, cosmics, and other general non-evaluative material are subject to public inspection under the Georgia Open Records Act. West Georgia Cullege is an Aftirmative Action, Equal Oppor-tunity Employer, and strongly encourages the applications and nominations of women and minorities.

#### THE UNIVERSITY OF TEXAS AT AUSTIN **DEAN COLLEGE OF LIBERAL ARTS**

······

The University of Texas at Austin seeks a qualified individual as Dean of the College of Liberal Arts, effective September 1, 1963. The Iwan is expected to provide leadership for the continued development of nationally recognized programs of instruction, research, and public service and will guide the College in its interactions with external constituencies. The Dean is the chief exacutive officer of the College, is responsible for the academic and scholarship leadership and administration of the College, and reports to the President of the University.

The Dean must be a dynamic lender who can effectively administer a large and complex college, in the Full, 1001, the College enrolled about 10,000 undergraduate and 1,000 graduate students. The College offers 32 undergraduate, 23 muster's and 21 Ph.D. degree programs. These programs are administered by 25 academic departments and centers. The faculty numbers over 500,

Candidates for the position should possess the following qualif-

- An earned dectorate and meets standards for appointment at the rank of professor (with tenure) in an academic department of the College of Liberal Arts

  National recognition for accomplishments in education, research, and professional activities

  Administrative experience at a significant level with leadership, managerial, and communicative skills

  Experience in securing financial support for research and educational purposes and in raising funds in the private sector.

The Search Committee will accept applications and nominations until April 1, 1992. After this date, the Committee may request and consider crodentials for candidates nominated by responsible sources. Nominations and letters of application, accompanied by a curriculum vitae, references, and other supporting materials, should be mailed to:

Chairman, Liberal Arts Dean Consultative Committee Office of the Doan, College of Liberal Arts The University of Texas at Austin Austin, Texas 78712

The University of Texas at Austin is an Affirmative Action-Equal Opportunity Employer. \*

lesidence Life: Resident Director: The Resident Director supervises 1-4 halls housing up to 550 students, 10-20 Roudent Assistants end, in some cases, a smaluse assistant. Other duties include community and imman developments providents

Stipend of \$3,600, furnished apartment, meat plan and full tuition waiver. The application deadline is April 10, 1992, although applications will be accepted must be positions are filled. Early applicants will be considered for pre-arranged interviews at NASPA. We strongly encourage think minority, woweren, gay and isbian, and physically challengade applicants, and chancelly challengade applicants, Send letter of application, resues, and the name, of the stepper of t

## **Vice Chancellor for Asset Management**

#### THE UNIVERSITY OF TEXAS SYSTEM

The University of Fexas System invites applications/nominalisats for the position of Vice Chancellor for Asset Management. This position reports in and is responsible to the Chancellor, and has direct access to the Buard of Reports. As a member of the Executive Stall, the position has line responsibility for the conduct of all investments and for the smanagement of the assets of the University of Fexas System. The office of Asset Management, Finance, Investments, Endowments and Trusts, and Fuskwanter Real Estate report and a responsible to the Vice Chancellor for Asset Management. The first establishment will have overall responsibility for:

- and are responsible to the vite 's hair clear for Asset Asinagonomic. The infece additional management of the trust and embravioural tasks, trusts, endowments and other such funds of the System in such a manner as to maximize the monles available for excellence in all activates of the System.
   Policies on receips, distantsement, and costody of lands; terms of depository agreements with lands; and for costody of lands; terms of depository agreements with lands; and for costody of lands; terms of depository agreements with lands; and for costody of lands; terms of depository agreements with lands; and for costody of lands; the formulation and presentation of recommendations on those pulicy matters which have a direct hearing on issues affecting the Permanent University Fund ands.
   The Vice Chancellor for Asset Management, with approval from the Office of Business Affairs, shall jointly sign documents forwarding debt issues for approval by the Board of Regents.
   Directly through his/her reports, the implementation of pulicies and actions approved by the Board of Regents.
   Investment, management and administration of all englowment limits belonging to the System and its companient institutions, including the Permanent University Fund and all trost and special faults of the fund.
   Consultation with the Executive Associate for Economic Affairs regarding the development of long-range plans for management of the economic resources of she System.

nomic resources or the system.

Candidates must possess a Bachelor's riegree in Finance or Accounting and a Master's degree in Business Administration. A numinium of 20 years of pracessional experience in which the last 10 have been spend in finance positions of increasing responsibility and through which a thorough grounding to the fundamentals of equity and fixed income investments was gained. Candidates must have a proven background in managing funds in scess of \$4 billion dollars. A polished and professional bouring as well as exactly with internal and existing continuarication skills are a must, interpressional skills of electively deal with internal and external clients while maintaining strict independence of thought and sellow as required.

The University of Texas, System is comprised of 15 companion modifications located throughout the State of Texas, and has combined entolliment of over 140,000 students. This position is with The University of Texas, System Administration, located in Austria, Peas, with objects little in the contral management and coordination of the University

Salary is negotiable. Applications/nonmations should be sent to: The University of Texas System Administration (A) Komyleny Injentational ATTN: Eveny Welker (100 Astain Bucking, M 4500 Houston, D. 77002

This position is open with filled

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#### ASSOCIATE **VICE PRESIDENT** FOR DEVELOPMENT

The Associate Vice President for Development is responsible for the development functions for the untire University. He/She will plan, organize and implement all phases of the University's development activities and have remeagement responsibility for annual giving, major gifts, planned giving, corporate and foundation relations, and donor relations.

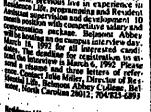
The University at Stony Brook is one of the four University Conters within the State University of New York and includes a broad range of undergraduate, graduate and professional newtonic programs. a Health Sciences center, a 500-bed hospital, a 350-bed votorans 000,4 n. dental school, a performing center for the arts, a 5,000 to the form of the form sludents, 7,000 of whom five in compact residential facilities. A hotel and conference center facility is in the advanced planning

The Associate Vice President for Development reports to the Vice President for University Affairs QUALIFICATIONS

- A Bachelor's degree is the minimum. An advanced degrae la destrable.
- A thorough understanding and appreciation of higher education is assential
- Six to eight years of successful professional experience in institutional advancement, preferably at a research university
- At least two years of management experience with specific knowledge of various fund-raising techniques.
- Excellent communication (speaking or writing) skills. SALARY: Dependent on experience

PLEASE NOTE—Send a fetter of application, vita, and other pertinent Information to: Effect McSherry, SUNY at Stony Brook, Room 330, Administration Building, Stony Brook, NY 11794-1601, SUNY at Stony Brook is an affirmative action, equal opportunity educator and employer. AK143

# STONY BROOK



whence term. Graduate Assistant Residence Lafe: The Philos of Residence Lafe is seeking to fill at texts one Graduate Assistant position. We are infering an excellent opportunity for a graduate condent to gain experience in all attention for needenge life program Preferred (hustifications). Mattendam in a master's degree program at a Hampton Reads introducen, prior experience as an RA of unular pusifion, interest in a career in the student services profession, strong communication, interpretation, strong communication, interpretation, of the prioring and the prioring fill interest (and Compensation). Term of Employment and Compensation. Term of Employment and Compensation. Term month contract depicting August 1, \$1,000 threads, the students are in residence. Application Profession from the prioring and three letters of recommendations by March 20, 1992 to: Dean

## JMU

#### James Madison University

#### **Dean of the College of Education** and Psychology

James Madisun University invites applications and nominations for the position of Dean of the College of Education and Psychology.

James Madison University, located in the Shenandoah Valley of Virginia, is a highly selective, state-supported, comprehensive university with an enrulineed of 11,500 students. JMU prides lised on offering an exceptionally line undergraduate curriculum emphasizing liberal learning. The University has also developed graduate programs which complement the undergraduate

Like the other four colleges at James Madison University, the College of Education and Psychology is committed to innovation. Examples are its projected "Classroom of the 21st Century", an experiment in connecting pedagogy to technology, and such outreach efforts as the Human Development Center, which provides health and educational services to the community.

The Dean of Education and Psychology administers teacher education and human service programs resulting in undergraduate, Master's and Ed.5. degrees. The Dean is responsible for long-range planning, program development, budgets, and external relations. The person selected will be expected to lead the development of the state's largest teacher education program as well as programs in theoretical and applied psychology.

Applicants must have an earned doctorate in education, psychology, or a related discipline and a strong record of teaching, research, and service as well as extensive administrative experience.

Nominations or letters of application, the latter with a résumé and the names and telephone numbers of three references, should be sent to Dean Jack Armisteaid, Chair, Dean of College of Education and Psychology Search Committee, Maury 104, James Madison University, Harrisonburg, VA 20072

Screening of the applicants will begin on 27 March 1992, and will continue until a suitable applicant is found. The preferred starting date for this position is 1 July 1992.

James Maillisin University is an Affirmative Action, Equal Opportunity Employer and especially encourages applications from minorities and women.

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#### The University of Illinois at Chicago College of Pharmacy **VICE DEAN FOR** ACADEMIC AFFAIRS

The University of Illinois at Chicago College of Pharmacy invites applications and nominations for the position of Vice Dean for Academic Affairs. This is a senior level administrative position and the College seeks an individual with demonstrated leadership ability, a record of excellence in intelectual and academic performance, significant administrative experience in higher education and a personal commitment to pharmacy education and research. The Vice Dean for Academic Affairs is the chief academic officer reporting to the Dean of the College and has the responsibility for creating and assuming an environment of academic excellence and provining leadership for academic planning, development and assessment of the Doctor of Pharmacy curriculum, reaching performance evaluation and professional continuing education. The Vice Dean will serve the College as chief administrative officer in the absence of the Dean. istrative officer in the absence of the Dean.

The successful candidate will have a doctoral degree and a record of scholarly arhievement required for a tenured appointment at the rank of full professor. Preference will be given to candidates with a degree in pharmacy. Superior managerial, analytical, communication, and interpersonal skills; high ethical standards, and a commitment to intercultural diversity are desired qualities.

The Vice Dean for Academic Affairs must have an understanding of and commitment to the mission and goals of this institution and the ability to work across academic disciplines in support of improving curriculum, teaching performance, learning, and assessment. The anticipated starting date is August 1, 1992.

Interested individuals should submit a letter of application together with a carriculum vitae and the names, addresses, and telephone numbers of three references no later than May 8, 1992, 10:

John C. Russell, Ph.D., Chair Vice Dean Search Commutee University of Illinois at Chicago, Rm 184 833 South Wood Street (M/C 874) Chicago, Illinois 60612

The University of Illinois is an Affirmative Action, Equal Opportunity Employer



A calendar of forthcoming meetings, conferences, workshops, and institutes of mportance to scholars and college administrators ---

every week in The Chronicle.

# University of Northern Colorado

#### ASSISTANT VICE PRESIDENT FOR INSTRUCTIONAL DEVELOPMENT AND TECHNOLOGY

POSITION DESCRIPTION: A full-time administrative position reporting directly to the Vice President for Academic Affairs. Drawing on an extensive knowledge and understanding of technology in education, as well as the first ing University resources such as the faculty in Educational Technology, the Music Technology Center, and Educational Materials Services, the successful candidate will develop and direct a Center for Innovation in University Teaching. The successful candidate will be expected to work with the UNC Research Corporation to attract external funding to support the Center's development and assist in developing and marketing technologies, specially those related to the educational enterprise. Additional assignments would include advising dectoral students, as well as other assignments appropriate to the position as determined by the Vice President for Academic Affairs.

OHALLEICATIONS AND EXPERIENCEs as warned decirate is required. The

QUALIFICATIONS AND EXPERIENCE: An earned doctorate is required. The candidate will supervise doctoral students and give guidance to the development of the new Music Technology Center, as well as participate in the design and delivery of graduate programs in Educational Technology. Candidates must be familiar with hyper-media applications for teaching, demonstrate evidence of scholarly activity reflecting that expertise, and have extensive experience in grant writing and working with the corporate sector. The successful candidate must also qualify for a sentor faculty appointment. SALARY AND BENEFITS: Salary is negotiable. Benefits include health, life and dental insurance as well as the Colorado Public Employees Retirement Association benefits, in accordance with University policies.

STARTING DATE: July 1, 1992. CONTACT AND APPLICATION DEADLINE: Review of applications will begin on March 27, 1992 and continue until position is filled. Application should include a comprehensive vita with appropriate documentation and a letter of interest and three professional references, including addresses and telephone numbers. Applications should be addressed to:

Dr. Leon Zaborowski, Chair IDT Search Committee, Frasier Hali University of Northern Colorado Greeley, Colorado 80639

Federal regulations require that all documents submitted by applicants be retained by the University, Material will not be returned or copied for appli-

LOCATION AND ENVIRONMENT: The University of Northern Colorado, a senior public institution, is located in Greeley. The Fall 1991 total enrollment was 10,494 students. Of those, 9,344 were Colorado residents and 8,967 were full-time students. The University employs about 434 faculty. Greeley is located 50 miles north of Deriver, 50 miles east of Rocky Mountain National Park, and has a population of 65,000.

This position is contingent on funding from the Colorado State Legislature, approval by the Board of Trustees, and subject to the policies and regulations of the University of Northern Colorado, Qualified women, minorities, veterans, and disabled persons are encouraged to apply.



vice President for Academic Affairs.

nincled in 1891. Hardin-Siminana University is a comprehensive, private university refined in 1891, Falantishing and is widely recognized as a center of Christian higher aducation in the Southwest. The University is affiliated with the Baptist General Convention of Texas and fully accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award Associate. Bachelor's and (aster's degrack

The University's beautiful, well kept campus provides a pleasant, attractive atmosphere for learning and campus life. Total equiliment for the Fall of 1991 was 1801, including 1571 undergraduate and 230 graduate (including postgraduate)

As Chief Aparlemic Officer, the Vice President for Academic Affairs provided leadership and direction for academic programs administered through the Cotlege of Arrs and Sciences and the Scinosis of Music, Business, Education, Theology and

- Preferred qualifications include: ◆ An earned doctoral degree from an accredited institution.
- ◆ Record of scademic/scholarly achievement. Proven experience as an academic administrator, prefembly at the vice residential level
- Ability to communicate effectively with faculty, smill and university
- Commitment to, and proven experience in, assessment, program review and

◆ Deep personal Christian commitment and active membership in a Baptist The desdline for applications is April 1, 1992. Those interested should provide a sume, official transcripts and five

Academic Vice President Scarch Hardin-Simmons University DERWET A Abilene, Taxas 79698

of Students, Virginia Wesleyan College, | Norfolk, Virginia 23502.

Residence Life: Resident Director. The George Washington University. Responsibilities include total hall administration of two or three residence halls housing 260-340 students in total, supervision of five to eight Resident Assistanta, advising hall councils, discipline and a Departmental councils, discipline and a Departmental councils, discipline and a Departmental councils assignment. Superver duties requirements: Master's degree in a related

field preferred, Bachelor's and significant residence life experience required. Remuneration: \$30,000 for 12 months, including furnished spartment, partial meals, tuition remission and competitive benefits package. Interested candidates please submit a resume and the names and phase numbers of three reference by I April 1992 to Karin Jones, Search Committee Chair, 2127 1 Street, NW, Suite 402, Washington, DC 20052; Fax (202) 994-0353. Will heaving at Oshkosh Placement Excluding and ACPA. GW is an EEO/AA employer.



#### Vice Chancellor for **Student Affairs**

# Minnesota State University

The Minnesota State University System, Office of the Chancellor, Invites applications and nominations for the position of Vice Chancellor for Student Alfairs who serves the Chancellor, the Board, and the seven universities by providing leadership in the areas of student affairs and cultural diversity.

The System is made up of seven universities located in Bernidii, Mankato, Marchali (Southwest State), Minneapolis-St. Paul (Metropolitan State), Washinead, St. Cloud and Winona, as well as a campus in Japan. Current enrollment is over 63,000. The Chancellor serves as the chief executive officer of the System: a nine-member board appointed by the Governor sets policy for the seven universities.

sets policy for the seven universities.

Responsibilisties: Develop, coordinate and facilitate student affairs and cultural diversity policies and programming provide leadership to the university student affairs vice presidents and the minority service directors; design, develop and analyze financial aid policies and represent System on financial aid issues; serve as italson and resource to the statewide student association; coordinate special System projects in such areas as diversity, recruitment and retention, scholarships, admissions, drug and alcohol education, career placement and counseling, and international students; assist the universities with incorporating total quality management principles; collaborate with academic and fiscal affairs offices on a broad range of support services issues; identify opportunities for public private partnerships to enhance cultural diversity and student affairs programming.

gramming.

Qualifications: The successful candidate must have, at a minimum, a master's degree in a relevant field; a doctorate is preferred; five to eight years' progressively responsible student affairs experience in a college or university setting, including experience in diversity programming; at least the experience in financial aid or the ability to demonstrate a tholough understanding of financial aid policies and issues and their impact on students and parents; understanding of system-level administration and system-university relationships; ability to integrate academic and fiscal support services into student affairs; experience in a multi-campus, public system preferred; thorough knowledge of recent mends and developments in higher education, student affairs and diversity issues; exceptional oral and written communication skills; and ability to analyze, develop and present policy options. and present policy options.

Nominations for the position are encouraged, interested applicants should submit letter of application, résumé and the names and telephone numbers of three references. Letters of reference are NOT requested at this time. Review of applications will begin April 1, 1992. Starting date is July 1, 1992 or as soon as possible thereafter. Send applications, nominations or inquiries to:

Sharon K. Miller, Director of Public Information Minnesota State University System 555 Park Street, Suite 2.30 St. Paul, MN 55013 612-296-4404

Women and people of color are encouraged to apply. The Minnesota State University System is an equal opportunity, affirmative action employer.

#### Christian Brothers University PROVOST/ACADEMIC VICE PRESIDENT

The Provost/Academic Vice President will be a new position a Christian Brothers University. This official will have responsibility for management of the daily affairs of the campus and direct responsibility for all academic areas. Other administrative divisions on campus will report directly to this person, who will report to the President of the university.

Christian Brothers University is a private, Catholic, ecumenical, coeducational, comprehensive il institution with an enrollment of 1,700 which includes traditional undergraduate programs, an accelerated undergraduate Evening Program for adults; and graduate programs in Business, Telecommunications & Information Systems, Engineering Management, and Education.

Qualifications:

Candidates are expected to have completed either an academic Ph.D. or an administrative Ed.D. and have had significant experiences of breadth and depth in higher education. An whiterstanding of and commitment to the mission of Catholic and LaSallian (Christian Brothers) education are essential.

Salaryı Competitive

Documentation: Send a letter of interest, a detailed resume, and the names, addresses, and telephone numbers of three references:

Personnel Office Christian Brothers University 550 East Parkway South Memphis, TN 38104



- 6385'deadline for receipt of materials is April 1, 1992. Position to be filled July 1, 1992, or as soon thereafter as possible:

Christian Brothers University is an equal opportunity employer

Residence Life: Assistant Dean/Residence Director. Professionals appointed are expected to create and maintain residence hall environments conductive to personal growth and scademic schievement of students. Specific responsibilities include COURSE lig., administration, program development, staff selection, training and supervalont. Bach Assistant Dean side has the opportunity for experience in other Student Affairs, areas. M.A. in Student Personnol/Counseling, or related area required. Contract pariod August 9 to June 9. Remuneration: competitive salary plus farmined apariment for 12 months, board for 9 months. Henefits include excellent bealth insurance plats, membership les in professional organization, tuition padd for courses taken at accredited institutions, snoothly phone allowance. Opportunity to be investigation to work closely with axperienced Student Affairs Staff members in this small,

liberal arts, coed college. Siena is commit-ted to the development of a culturally di-verse community. We ancouraged the ap-plication of professionals committed to such a community. Contact Nancy Da Pors. Dean of Students, Siena College, Loudonville, New York 12211-1462; chone (S18) 783-2328. Will interview at NASPA. Affignative Action, Equal Opportunity Employer.

Residence Life: Georgia Southern University, Statesboro, Georgia, Area Director and Resident Director positions. Area Directors: Coordinates all services and activities in three to four halls housing 450-950 students. Responsible for supervising and developing graduats level resident directors and resident assistants. Community development, counseling, discipline, wellness programming, facility management, instructing an RA olean, and accepting an active role in adjunct positions and commit-

#### ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS

The University of Tennessee at Martin is one of four primary campuses of The University of Tennessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graducte and undergraduote enrollment of 5,484. The emphasis of the campus is solidly on excelluate instruction. We seek candidates who can lar commitment.

demonstrate a similar com The University of Tennessee at Martin invites applications and nominations for the position of Assistant Vice Chancellor for Academic Affairs. The Assistant Vice Chancellor reports directly to the Vice Chancellor for Academic Affairs.

Earned doctorate
 Record of leadership and ability to work with faculty and other administrators in accomplishing complex tasks
 Experience with the preparation, manitoring, and management of academic unit and support budgets
 Excellent oral and written communications skills
 Experience in university academic administration and budget management preferred
 Academic credentials which support α tenure-track faculty appointment

polatment
Record of successful university-level teaching and scholarly

Appreciation of the roles of faculty, students, and staff in univer-

pplications must include:

 Letter of interest
 Current résumé
 Names, addresses, and telephone numbers of five references Review of applications will begin March 18, 1992, and continue until an appointment is recommended.

Desirable starting date: July 1, 1992.

Nominations and applications should be sent to: ms and applications should be sent to.

Mr. Phillip J. Miller, Chair

mmittee for Assistant Vice Chancellor for Academic Affairs

The University of Tennessee at Martin

327 Administration Building

Martin, TN 38238

The University of Tennessee at Martin is an EEO/AA/Title 9/Section 504/ADA Employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

Baldwin-Wallace College
BEREA, OHIO 44017

#### VICE PRESIDENT FOR STUDENT AFFAIRS AND/OR DEAN OF STUDENTS

The Vice President for Student Affairs and/or Doan of Student provides creative leadership for policy development and implementation in relation to all aspects of student life at the college. As a member of the President's Cabinet, he or she is an important participant in college-wide decision-making, and reports directly to the President. This person is responsible to supervise and lead the staff and programs for residence halls, student activities and organizations, the College Union, Health Center, counseling, and overall student development activities for both residential and commuting students. The position is available july 1, 1992.

Qualifications should include proven leadership ability in student development in a college environment, and commitment to the mission of a quality liberal arts college. The successful candidate should be able to interact positively with students, faculty, and staff and demonstrate thoughful concern for the learning and growth of students, and improvement of the quality of student life. An earned doctorate is preferred.

Baldwin-Wallace is a comprehensive college of 4,600 students located in a suburb of Cleveland. The College has a strong financial base, stable enrollment, and diverse education programs for both traditional and non-traditional age-group learners.

Nominations and applications, including a resume and list of professional references, will be reviewed beginning March 20, 1992. These materials

Dr. Neal Malicky President Baldwin-Wallace College 275 Eastland Road Berea, Ohio 44017

Baldwin-Wallace College is an Equal Opportunity
Affirmative Action Employer.



Coverage of breaking news that affects higher education—from state capitals academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

### California State University, Hayward

#### **VICE PRESIDENT ADMINISTRATION** and

California State University, Hayward invites applications and nomina-tions for the position of Vice President, Administration and Business Af-fairs.

**BUSINESS AFFAIRS** 

The University, enrolling 13,000 students, was established in 1937 and is one of the 20 universities of The California State University system. The University, with its main campus in the hills above Hayward overlooking the San Francisco Buy, serves a large metropolitan area and a culturally

The Vice President, Administration and Rusiness Affairs reports directly to the President and is responsible for general supervision of the fiscal affairs of the University and their related support functions; preparation of the University budget and allocation of resources; non-academic personal administration; employee relations; campus physical planning and development; operations of the physical plant; environmental health and safety; and emergency operations.

As one of three vice president, the Vice President, Administration and Business Affairs is a member of the Executive Staff of the University and plays a key role in the development of University policy; represents and acts for the President on matters of established policy within the University and The California State University system; and accepts specific delegations and assignments requiring coordination at senior administrative levels.

Qualifications include relevant senior level experience in university administration and financial management; demonstrated ability to work cooperatively with various constituencies; education and training appropriate to a senior administrative affairs position; doctorate or equivalent training and experience desirable. Salary is commensurate with experience and qualifications.

The selection process in planned for completion in the summer of 1992. Screening will begin on March 23, 1992. Please direct inquiries, pomlastions, or latters of application to:

Chair, Search Committee for the Vice President, Administration and Business Affairs cAt Office of the President California State University, Hayward Hayward, CA 94542-3001

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



#### **VICE PRESIDENT** FOR DEVELOPMENT

Aquines Collège invites applications and nominations for the position of vice president for development.

This position serves as the principal fund raiser for the College. The successful candidate will identify, cultivate, and solicit the Collage's major donor prospects, and provide leadership in an expanded and multi-faceted external relations program which includes annual fund, corporate support, alumni relations, foundation support, planned giving, endowment, and capital/major gifts.

The vice president for development works closely with the president, board of trustee members, and other leaders in enhancing the image of the institution and in engaging in activities that will identify and nurture donor prospects. The mission of Aquinas College is to provide a liberal arts education with a career orientation in a Catholic Christian context to all students capable of profiting from such an education regardless of their sex, age, religion, ethnicity, or racial background. Aquinas was a pioneer in the field of continuing education for adults and enjoys a flourishing adult population as well as a radiitonal student body of 1,100 and two master's programs. Founded by the Dominican Sisters of Grand Rapids, Aquinas is well known for its hospitality to differences and its emphasis on service learning.

Located in the heart of west Michigan, 35 miles from Lake Michigan, Grand Rapids has a metropolitan population of 650,000 + and has twice won designation as an All-American City. Aquinas College is located on a wooded 100 + acre campus within the city limits.

Nominations and applications must be received by March 18, 1992. Appointment is effective July 1, 1992.

Send résumé and letter of application to:

Chair, Vice Presidential Search Committee

teca is expected, Full-time, 12 month position, live on not live in position. Salary competitive. State employee benefits packege, rent free, furnished spartment. To apply, send a letter of application, résumé, and two letters of reference to: Area Director Search, Personnel Department, Georgia Southern University, Landrum Box 8104, Statasborto, Georgia 30460-8104, Resident Directors: Graduate aspitantiship, 10 month position with possible automer employment. Reaponsibilities include programming, student and staff development, discipline, counseling, and sperral administrative duilet. Supervise 3-10 RA s. Qualfilled and staff development, including a deservation to Georgia Southern's graduate school. Prior residence hall superience preferred. Salary 3430-3630 month, rent free, famished apartment, partial tairion waiver, out of sinte fee waiver. To apply, send a letter of application, résumé, and two letters of reference to: Ms. Vickie Hawkins, Director of Residence Life, Georgia Southern University, Landrum Box 8103, Stateborto, Georgia 3046-8105, Applications will be accepted tailil, all 11 positions are filled. Inter-

state. AA/EO).

Residence Life: Assistant director of Residential Life/Complex, Director landicioned vacascy!, Dutles include: the development and implementation of the residence fit and implementation of the residence for the residence of the

## BULLETIN BOARD: Positions available

#### VICE PRESIDENT **Student Development Services**

#### **CYPRESS COLLEGE**

North Orange County Community College District

Cypress College, a comprehensive community college, is located in the northwestern part of Orange County, where light industry in attractive industrial parks is interspersed with beautiful residential areas. The College consists of twelve major instructional buildings on a 110-campus site. The distinctive architecture and residentically-pleasing grounds combioe to make an impressive campus setting.

bine to make an impressive campus setting.

Responsibilities: As chief student development officer, the Vice President, under the direction of the Cypress College President, is responsible for the overall administration of Cypress College's student development services and staff including Admissions and Records, Career Center, Counseling, DSP&S Programs, EOPS, Financial Add, Healthest Services, Job Placement, Matriculation Services, School Relations and Articulation, Student Activities, and Veterum's Services.

Articulation, Student Activities, and Veterian's Services.

Onliffications: Master's Degree from an accredited institution. Successful teaching or counseling experience, prefeatibly at the community college level. Successful administrative experience in postsecondary education, prefeably at the community college level. Successful experience in a molti-orbatic environment and in responding to the needs of both traditional and non-traditional students.

Salary Salary Range \$61,609-\$79,495 plus an additional \$1,600 for an exmed doctorate from an accredited institution. Generous fringe benefits including medical insurance.

Starting Date: As soon as possible. lication Procedures: Reference Job Number #CEM-935 in all cor-indence. Request an application form. Only complete applications he considered.

Office of Human Resources

North Orange County Community College District
1000 North Lemon Street, Fullerton, CA 92632-1318
FAX: (714) 738-7853 • PHONE: (714) 871-4030

A complete application consists of district application form, letter of interest, a current and complete resumé outlining educational professional background, one page statement of your philosophy of student development services, and transcripts of all college courses and degrees (may be unofficial).

Those applicants selected for final consideration will be contacted for an interiew. The deadline date for all application materials is 5:00 p.m., Thursday, April 16, 1992. Materials received after the deadline may not be considered.

The North Orange county Community College District is an equal oppor-

The Office of Scientific and Engineering Personnet (OSEP) of the National Research Council (NRC) is seeking appli-

can's with strong administrative experience for the posi-tion of Associate Executive Director. Will function as OSEP's chief operating officer, with particular responsi-bilities for oversight and quality control of OSEP's predoctoral, doctoral, and postdoctoral awards program.

Additional responsibilities will include representing the office with senior level staff within the NRC as well as at funding agencies and throughout the scientific community. Acts for the Executive Director in his absence.

nily. Acts for the Executive Director in his absence.

OSEP is one of the NRC's eleven major operating units.

OSEP administers programs that: (1) annually process approximately 28,000 applications and award approximately 1,200 prodoctoral followships and 350 postdoctoral research associateships at participating federal laboratories; (2) survey annually approximately 37,000 new Ph.D.'s, in science, engineering, humanities, and education, who receive their degrees from U.S. universities; (3) conduct a follow-up survey blennially of about 47,000 doctorate-holders with degrees in the science, engineering, and humanities fields; and (4) undertake special studies of issues such as the quality of doctorate-granting departments, labor market conditions for engineers, and losses of polential scientists and engineers from the educational pipeline. Activities are undertaken by a staff of approximately 70.

Candidates should execute a MECMANARA and 10 or

Candidates should possess a MS/MA/MBA and 10 or more years' experience in science and engineering administration and management. Familianty with information technologies and background in the science policy area is highly desirable.

The NRC offers an excellent salary and benefits program including paid relocation. Starting salary commensurate with qualifications. Interested applicants should submit a confidential response to (CD), NRC/OSEP, 2101 Consiliution Avenue, N.W., Washington, D.C. 20418. EOE

NATIONAL RESEARCH

COUNCIL

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#### FOR DEVELOPMENT ASSOCIATE EXECUTIVE DIRECTOR

#### **Albany Medical Center** Albany, New York,

SENIOR VICE PRESIDENT

ASSOCIATE PROVOST

**Roosevelt University** 

Roosevelt University invites applications and nominations for the position of Associate Provost. The Associate Provost is the chief officer in the student service sector of the University and is responsible for extending Roosevelt University's commitment to excellence to three broad service areas—enroll-

The Associate Provost will provide creative and effective leadership of a team of student service professionals—headed by two deans (Admissions and Learning Support Services) and the Director of Student Life—charged with improving and enhancing the quality of life on campus and promoting student learning in both in-class and out-of-class experiences. The Associate Provost reports directly to the Provost and is a member of the President's Administrative Couril.

The successful candidate should possess an earned doctorate and a record of administrative and management experience in student services, with particu-lar strengths and expertise in the following areas:

 enrollment building, particularly in local, regional, and interna-enhancement of a student-oriented professional environment which supports the overall educational experience of students;

promotion of effective communication and cooperation among student service offices (admissions, financial aid, registration, re-cords management, scheduling, counseling and career planning, learning support services, and student life), and with the academic areas of the University.

Roosevelt University is an independent metropolitan institution, with the main campus in downtown Chicago and a branch campus in suburban Arlington Heights, Illinois. The University is embarking on a capital campaign—The Roosevelt University Renaissance—which includes plans for significant expansion and development of the branch campus. Five colleges offer bachelor's and master's degrees to over 6,000 full-time and part-time students.

This position will be filled by July 1, 1992. Nominations and/or résumés with a list of at least four references should be submitted by April 3 to:

Dr. Robert J. Graham Provost and Vice-President for Academic Affairs Roosevelt University 430 South Michigan Avenue Chicago, Illnois 60605

Roosevelt University is an Equal Opportunity, Affirmative Action Employe

ment management, learning support services, and student life.

Albany Medical Center, the second largest non-governmental employer in the Capital District, seeks a Senior Vice President for Development. The Sculor Vice President will have responsibility for the overall administration and management of development and will serve as a member of the semon administrative staff of the Medical Center, reporting three thy to the President

Albany Medical Center is composed of the Albany Medical College, the Albany Medical Center Hospital, 3471-bed teaching facility, and the Albany Medical Center Foundation. The College has 380 full-time faculty, over 680 students in its includal and graduate programs, and more than 4,680 alumini. In its most recent capital company, which had a gool of \$21 million, Albany Medical Center raised \$26 million.

The position is available immediately. Applications and nominations, which will be below total confidence, should be submitted as soon as possible to:

Dr. John H. Kuhule Managung Vice President Education Practice Korn/Ferry International 980 19th Street, NW, #200 Washington, D.C. 20880 Tel: 202/822-9444

Albany Medical Center is an equal opportunity employer and cifically invites applications from women and minority candidates

dence area housing 200-250 students, suppervising 5-7 Resident Assistants, advicing half governments, conducting hearings, and supporting half programmaing. Bacholor's degree and residence life experience required, Candidates should submit a letter of application, résumé, and names and phone mumbers of three efferences by April 3, 1992 to Greia Henglein, Director of Residence Life, Stonehill College, North Essitum, Massachusetts 02357, 1508, 230-1290. Candidates attending the NASPA Conference are encouraged to apply by March 20.

Residence Life: Area Coordinator, Univer-sity of Wisconsin-Whitewater, Live-out

dent accurity program. Possible collateral assignment in other Student Affairs area. Master's or Bachelur's degree with significant prior Residence Hall experience preferred Position is available August 1. 1992. Furnished apartment, board, excelent feasible benefits and professional development funding. Sakary commensurate with education and experience. Interviewing at Othhosh Placement Exchange. Send letter of application, résumé, and two current letters of reference before 5:00 p.m., March 13, 1992 to: University of St. Thomas, Human Rosources, Mai #4059, 2115 Samanh Avenue, St. Paul, Minnesota 55105-1996. EOE.

once required Philips University it a small, selective liberal are statistically associated with the Chantan Charth (Disciples of Chairs in fail 1991. U.S. News and World Pepara recognized Philips as one of the top ten small bestal arts college in the U.S. west. Application review will begin after March 20, 1992, later assure at NASPA. Send letter of application, returned and narres, addresses and telephone numbers of three references to Student Development Office, Philips University, 100 South University, 400 South University, 400 South University, 400 (Maldoms 7370); (403) 237-4433 extension 208. (AMEDIE)

Residence Utie: Residence Director. Stonehill College is a Cutholic bheral arts college 
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A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.



#### VICE CHANCELLOR

#### University of Wisconsin-River Falls

Nominations and applications are invited for the position of Vice Chancellor. The University of Wisconsin-River Falls, with an enrollment of 5,000 students, was founded in 1874, and is one of thirteen universities in the Students, was founded in 1874, and is one of thirteen universities in the University of Wisconsin System. Academic programs are offered through the College of Agriculture, the College of Aris and Sciences, the College of Education, the Graduate School (Master's level), and Continuing Education and Extension. The University has a strong tradition of shared governance and short lines of communication among administrators, faculty, staff, and shodelis.

The Vice Chancellor reports to the Chancellor and is the chief academic officer of the university as well as the ranking executive officer in the Chancellor's absence. Responsibilities include but are not limited to: planning, development, coordination and review of all academic programs of the university working directly with deans of colleges and appropriate governance groups; unclassified personnel issues including appointments, promotion, renewals, tenure, and salary increments: budget recommendations including positions and dollar allocations; and serving as a representative of the university within the UW System.

The successful candidate should have an earned ductorate with potential for tenure in an academic department; significant accomplishments in scholarship and teaching; administrative and educational experience in higher education with a minimum of five years' experience at the dean/ associate dean level or higher; excellent communication and interpersonal skills; demonstrated commitment to ethnic and gender diversity including affirmative action and equal opportunity; and a commitment to the goals ... and mission of the university.

The University is located in the beautiful countryside of west central Wisconsin only thirty minutes east of St. Paul/Minneapolis, Minnesota, a metropolitan area with major league sports, professional art, theatre and music events as well as invaluable resources for the academic departments. The city of River Falls has a population of 12,000 and combines the advantages of a small community environment, offering a variety of outdoor recreational activities, and the cultural and educational opportunities of a metropoli-

Applications must consist of a letter of application, curriculum vitae and names, addresses and telephone numbers of five references. Deadline date for applications: April 22, 1992.

Dr. Connie Foster, Chair Vice Chancellor Search and Screen Committee University of Wisconsin-River Falls River Falls, Wiscousin 54022 1-715-425-3579

An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date. THE UNIVERSITY OF WISCONSIN-RIVER FALLS IS COMMITTED TO ACHIEVING DIVERSITY IN IT'S ACADEMIC COMMUNITY, WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY.

#### SAINT JOSEPH'S COLLEGE Vice President for Academic Affairs

Saint Joseph's College, a Catholic liberal arts Institution in Northwest Indiana, seeks nominations and applications for the position of Vice President for Academic Affairs. Reporting directly to the President, this imbridual is responsible for development and implementation of academic programs, policies, and budgets. Faculty hiring, evaluation, and development are seen as top priorities of the office. This Vice President also supervises the Library, Registrar, Admissions, and Financial Aid.

Registrar, Admissions, and Financial Ato.

Saint Joseph's College is just beginning its second contrary of dedication to the mutually stimulating goals of Catholic higher education in the liberal arts tradition. One of the main responsibilities of the new Vice President will be to keep the College's nationally renown Core Curriculum at the highest possible level of vitality and excellence. Enrollment has been holding steady at 1025 students, and the full-time faculty of 64 men and women constitutes a corps of professors with an exceptionally high degree of academic communities.

nety.

The successful applicant must have outstanding credentials both as a teacher/...

scholar and as an administrator. An earned doctorate, prefetably in the arrestance or sciences, commitment to Catholic liberal arts higher education, savior faire in interpersonal relations, and the ability to lead and even inspire are requirements. As an equal opportunity and allimative action employer, the College extends a special invitation to minorities and to women to apply. Salary will be competitive and commensurate with credentials and experi-

The starting date is July 1, 1992. Applications (letter of application detailing special qualifications, vita, three letters of reference) should be received by March 20th and sent to:

for the campus-wide coordination of one of three major areas—student leadership and development, paraprofessional development and stating, or student conduct, Master's Degree and two years of full-time rejevant experience required; three years 'full-time experience preferred. Application deadline April 10. Sand letter of application, résumé, all transcripts, and two letters of reference to: Mary Beith Mackin, Assistant Director of Rapidonce Life, 101 Sallsbury Hell, UW-Whitewater, Whitewater, Wisconsi 53190.

Residence Life: Positions available at Eastern Kentucky University. Area Coordinator (live-in): Responsible for two or more residence halfs busings approximately 1,000 students (total). Supervise professional staff. Responsible for coordinating erea judicial board. Will seach a one hour crodit course each samester. Twolve month position. Ouslift-cations: A completed Master's Degree in Student Parannel or a related area plus a minimum of one year of residence hall supervisory experience. Compensation: \$17,300 salary, apartness (furnished) in the residence hall, for waiver for three hours each academic term, and regular Universitations.

ty Employee Benefits. Starting date is July 1, 1992. Assistant Area Coordinator (live-int. Responsible for one residence hall housing over 200 attudents with additional duties that affect the entire sare. Supervise paraprofessional staff. Nine menth full-time position. The opportunity does exist for employment with summer conferences. Qualifications: A completed Bachelor's Degree, admixion to the Graduate School, plus a mialmom of one year of residence hall staff experience. Compensation: 99.800 salary, apartment in the hall, fea walver for three hours each exacterial temployee Benefits. Starling date is August 15, 1992. To apply for either position: Submit a letter of application, current résume (listing three reforences with current addresses and telephone numbers) and transcripts to: David Tedrow, Director of Administration for Student Life, Costes Box 394. Eastern Kentucky University, Richmost, Kentucky 40473-1101. Applications will be reviewed beginning March 1 and continue until positions are filled, FAX (606) 622-1020, Attention: David Tedrow, Eastern Kentucky University is an Equal Opportunity. Parellability verification required, luministration Reform and Control Act of 1986.



#### CONTROL OF THE CONTRO

SAINT JOHN'S UNIVERSITY Collegoville, Minnesota

#### Vice President of Student Affairs

Saint John's University, a Catholic, Benedictine, liberal arts college, invites noninultons and applications for the position of Vice President of Student Afbürs. Saint John's, founded in 1857, annuls 1,850 men in a Joint curriculum shared with the neighboring College of Saint Benedict (1,750 women undergraduates). The residential campus, set aniest 2,450 acres of lakes, woodlands and prairie, is 70 miles northwest of Monegories's Paul

The Vice President of Student Affairs is primarily concerned with providing a residential environment Milats is primarily contented with providing a residential environment which promotes student learning. The Vice President is responsible for student life policies and programs which draw on Benedictine traditions of individual responsibility and community values. Specific areas of management and budgetury responsibilities include: Athletics (varsity and intramural), Campus Ministry, Counseling and Career Services, Foreign Students, Life Safety Services, Residential Programs, Student Activities, Student Government and Student Services. ment, and Student Services.

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Research Fellows erleg of year's working plines working Amburntion E ities ar For a c Dunoa, Hall, & (205) &

The Vice President reports to the President and works closely with the Vice President for Academic: Affairs, who is responsible for academi-ic support services, the Vice President for Enrollment Management, the University's Coordinator of Minority Affairs and the Saint John's Abbay Health Conter, as well as counterparts at the College of Saint Deputies

The Vice President oversees a budget of \$1.7 million, a professional staff of \$1, and a student staff of 108. Desired qualifications include:

• a terminal degree in a related field and/or extensive experience in

 the shifty to understand and strongthen the Benedictine and Catho-blic values at the heart of Seint John's admentional mission the ability to work with and be respected by the faculty, and atmosphen the informationships between student life and the liber-

a vision for student affolds which includes holistly development of the posson, the importance of value formation in residential pro-grams, and attention to issues of men's and women's development, as well as cultural diversity

the capacity to work formally and informally with students, with high visibility, gonuine interest, an ubility to listen and a penchant for involving students in decision-making processes

a commitment to collaborative working relationships with colleagues in student affairs

The expected starting date will be July 1, 1992 or as soon as possible thereafter. The review of applications will begin upon receipt and continuo until the position is filled. It is expected that the selection will be made on or before May 13.

Personal applications should include a letter outlining the candidato's strongths in relationship to the desired qualifications, as well as a current resume. Nominations are also welcome. Nominations and applications should be directed to:

Director of Personnel Services
Saint John's University Collegeville, MN 56321 Phone: 612-363-2508

Saint John's is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

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Executive Director of Alumni Relations and Secretary to the Alumni Association

The University of Rhode Island invites nominations and applications for the posi-tion of Executive Director of Alumni Relations and Secretary to the Alumni Associa-tion. Reporting to the Vice President for University Relations and working with the Alumni Association Executive Board, the Executive Director's responsibilities include. developing and administering a comprehensive alumni program: hiring, evaluating, and supervising professional and support staff, developing and manag-ing the alumni relations budget; providing leadership for an array of alumni pro-grams, both on and off campus; providing leadership for the development of an alumni voluntee network, providing broad staff support to the Alumni Associa-tion Executive Board. Extensive local and national travel is required, as well as a valid driver's license.

A bachelor's degree is required and at least seven years of progressive experience to higher education alumni affairs are required. The successful candidate must have demonstrated experience and achievement in alumni programming; success in recruiting and managing volunteers; a background in budget development and management and overall resource development as they relate to alumni relations; an ability to supervise staff; strong oral, written, and interpersonal communication skills; a lamiliarity with the field of higher education advancement work. The University of Rhode Island ontolis 17,000 students and has 67,000 alumni (nearly two-thirds of whom live in southern New England). The University is celebrating its Centennial year, and will begin a capital campaign at the end of 1992.

Nominations and applications should be received by April 15, 1992 and sent to: Search Coordinator (position 231036). The University of Rhode Island, P.O. Box G, Kingston, RI 02881. Applications should be accompanied by a current resume and the names of three references. Compatitive salary with excellent benefits

Minorities and women are encouraged to apply.

Regidence Lifer Realdonce Counselors. The indiana Academy for Science, Minhematical, and Humanities, a two-year residential school for academically sifted bish school judors and seniors invites applications for the position of Residence Counselor. The egasitops are ten months and require residence in the include supervising and counseling students, and planains and implementing residence half proportia. Minimiza qualifications include a backelor's degree, previous experience as a resident assistant or other experience working with high achool or college haped youth, and evidence of strong interpersonal skills. Arptications must include a letter of application, a current vitation, and evidence of strong interpersonal skills. Arptications must include a letter of application, a current vitation, a current vitations and continue until the positions are falled.

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**Tarleton State University** Stephenville, Texas

#### **Vice President for Student Services**

Founded in 1809, Taileton State University is a comprehensive, state-assisted university which is a part of The Texas A&M University System. Tarleton has an enrollment of over 6,400 and is located in Stephenville, Texas, 65 miles southwest of Fort Worth. Approximately 1200 students are housed on campus in nine residence halls. Students can pursue any of 90 degree programs at the undergraduate and graduate levels.

Position: The Vice President for Student Services reports directly to the President and is responsible for the leadership, coordination, and supervision of all services, personnel, programs, and activities in the area of Student Services. These areas include Student Housing, Student Health Center, Tarleton Student Center, Placement and School Relations, Student Counseling Center, Student Activities, Intramural Sports, Special Programs/Minority Alfairs, and Rodeo Team. Other duties include advising and counseling with students, parents, faculty, and non-teaching stali members on policy matters concerning students and student life.

Qualifications: Must have an earned doctorate, or the equivalent, in stu-

Qualifications: Must have an earned doctorate, or the equivalent, in stu-Qualifications: Must have an earned doctorate, or the equivalent, in student personnel administration, counseling, management, or other closely related field. Must have ten years of related experience in higher education or other educational setting, preferably in educational administration, and/or student personnel and guidance, including the counseling of high school and/or college-age students. Preference will be given to candidates who have a broad and clear vision of what higher education will be in the future. Candidates must understand, embrace, and be able to work effectively in a multi-cultural campus setting. Strong organizational, interpersonal, communication, and leadership skills are of primary importance, in addition, candidates must have a working knowledge of strategic planning, fiscal management, and the budgetary process. Specialized training in counseling and/or administration is preferred.

Applications: The screening of applications will begin immediately and will continue until the position is filled. Application process may be discontinued any time after May 1, 1992. For further information, call the Tarleton State University Personnel Office at (817) 968-9128. To apply, send letter of application results and all the of these references. of application, résumé, and a list of three references to:

Dr. Jim Boyd Chairman, Search Committee Tarleton State University P. O. Box T-1179 Stephenville, Texas 76402

Tarleton State University is an Equal Opportunity, Affirmative Action Employe Minority and women candidates are encouraged to apply

#### Vice President for Institutional Advancement SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice President for Institutional Advancement at Southern Illinois University at Carbondale

The Vice President for Institutional Advancement provides administra-tive direction to University units concerning the management of the University's fund-raising efforts, alumni affairs, public relations and to diverse support and service units within the University. The Vice President for Institutional Advancement reports directly to the President. As a member of the President's staff, participates in the planning and policy development of the University. Serves as the principal advisor to the President with respect to fund raising, alumni matters, and public advisors.

Provides leadership and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the process of eablishing and achieving goals and objectives for the units. The units supervised by the Vice President for Institutional Advancement include Southern Illinois University Foundation, Alumni Services, and University Relations.

Requirements: Master's required, doctorate preferred. Pror experience in a senior level position in a university setting. Demonstrated leadership ability; experience in planning and directing capital campaigns, elective oral and written communication skills; and ability to accomplish objectives through the development and utilization of human resources. Several years in at least two of the areas described.

Applications Must Be Received By April 15, 1992. Tentative start date is July 1, 1992. Send letter of application, résumé, and the names, addresses and telephone numbers of three references to:

Office of the President
Attn: Chair, Search Committee for
Vice President for Institutional Advancement
Southern Illinois University at Carbondale
Carbondale, IL 52901

SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Application deadline April 17, 1992. Send letter of application and three letters of recommendation to Robert Pelicy, Assistant Dean of Studens Affaira, Campus Box 2109, Elon College, North Carolina 27244. Will atten NASFA and ACPA conferences, Elon College is an EO Empkyer.

Residence Life: Residence Hall Director (RHD). Northern Arizona University.

Residence Ufer Rosidence Hall Director (RID). Northern Arizona University. NAU, Arizona's "Mountain Campus, thas a strong commitment to creating an ethnically diverse and culturally-tancheed environment. Candidates who strongly encouraged to apply. The RHD a strongly encouraged to apply. The RHD a Unitems, 12 mount note, responsible for a residence hall ranging from 440-830 students. Reagonst-bilities include: training and supervision of staff, advising half council, programming, as, conflict resolution, and administrative/fs.

 ${f A}$  complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars —

every week in The Chronicle.

STATE UNIVERSITY COLLEGE AT BUFFALO (Buffalo State College)

#### Provost/Vice President Academic Affairs

Buffalo State College seeks a dynamic and creative academic officer to provide leadership for academic program management and development, and assist with overall institutional planning. The provos is the second ranking officer of the college and reports directly to the president,

A comprehensive public urban institution, the college is located at the heart of the cultural sector in the state's second largest city. It offers bachelor and master's programs to a 12, 500 diverse student population with a full-time faculty of 467.

Candidates must hold a terminal degree or equivalent and have achieved success as a teacher/scholar and academic administrator in higher education. The successful candidate should have progressive experience to the dean's level or above.

Anticipated hiring by July 1, but not later than September 1. Application deadline is April 1. Letters of interest should be accompanied by a resume and three names, addresses and telephone numbers for references to:

Dr. William Licata Chair, Provost Search Committee GC: 517 **Buffalo State College** 

1300 Elmwood Avenue Buffalo, NY 14222-1095

AAZEOE: Women and minorities are encouraged

# LAWRENCE

APPLETON, WISCONSIN

#### Vice President for Development & External Affairs

Lawrence University invites applications and nonunations for the pos-tion of Vice President for Development and I sterral Allars. The Vice President reports to the President, is a member of the President's Admis-strative Stalt, and is a sponsoble for fund raising and the university relationships with its external constituences.

the Vice President's description of responsibilities include annul, ap-tal, and deterted gitt from raining and planning and implementing assignmenteratural program and capital compagn to be completed in 199. The public attains responsibilities encoupast publications, pint ad-broadcast media relations, public events, and general institutional pro-mution. Alumni relations programs include reminous, alumni dubt in major population centers, on active. Alumni Assistation and Board of Directors, class against each of eventual alumniconstituence of 17,000 min-latins an alumning princip participation rate of more than 55 percent, and consistently raines more than even unition dellars annually.

The successful conditions in the eventual deather dellars annually.

The successful cambridge will have at least five years of senior less levelopment over a first five years of senior less levelopment over the manufacture of the senior levelopment over the senior levelopment of the senior levelopment over the senior leve development exponent, particularly in major gift sedication. Her six will also have strong continuous attentional public relations skills, a denote strated ability to manage offentacely, and the background to participate the broader and munistration of these hapility reflective liberal arts college.

Annice these strategies of the large of the college of the strategies of the strategies

Applications and monarcia as should be addressed to President Re ard Warch, Lawrence University, P. C. Ree 499, Appleton, W 5992 Reserve of applications said is give April I and continue until the vice President is appearated. It is tropical that the surrestial candidate off assume the vice presidented respectivities prior to the 1992-91 field year in order to assume the successful guidance and direction of the resignation of the requiremental company.

Lawrence University is an Affirmative Action, Equal Opportunity Employer

month pustains read to a blactor occupier, policially in Studies Personnel Laurent (1984), as other related areas. He say the out-tions require a flactor black of degree Matter a degree professe. He say controls about a gotte processes respectively. degree receiver. It she produces also to come present in the produces also to come present it she produces also to come present it she produces are to some present in the produce of the produces are some produced in the produce of the produces are some produced and content to the produce of the produces and description, and actions of productions and description, and actions of productions are responsible for the old things of the content of the content of the are responsible for the old things of the content of the are responsible for the old things of the content of the area of the recognitions of the content of

#### **VICE PRESIDENT FOR EDUCATIONAL AFFAIRS**

BULLETIN BOARD: Positions available

The National College of Chiropractic, founded in 1906, located in Lombard, filmots, accredited by the Commission on Accreditation of the Council on Chiropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a five academic year program leading to the degree Doctor of Chiropractic, as well as upper division courses leading to the Bachelor of Science degree in human biology. The College employs ninety faculty, enrolls an average of 750 students, and graduates approximately 170 professional students annually. denis, and graduates approximately 170 professional students annually.

The Vice President for Educational Affairs reports directly to the President, and is responsible for all educational programs, including those of the Postgraduate Division. He/she supervises six deans, two directors, and one coordinator/developer. His/her primary responsibilities include:

Maintenance and improvement of all educational programs;
 Provision of impositive thirtiding and action relative to new programs;
 Provision of leadership for and evaluation of those who report to him/her;

Provision of requiring all faculty search committees; Overseing or chairing all faculty search committees; Recommending salary levels for faculty and related administrative and sup-त stair. reseeing the formulation of all educational budgets and policies; presenting the College and/or President when required; sisting the President in fund reising, legislative matters, and intercollegiate

responsive Providing leadership for Self-Study Reports and acting as liaison with accrediting agencies; Providing annual educational and other reports at the direction of the Presi-

dent:

• Working closely with the President and the Vice President for Administration and Finance in the day-to-day operation of the College; and

• Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes.

Qualifications: The College encourages all candidates with the following

 Terminal academic or first professional degree;
 Broad and significant academic and administrative experience at level of dean or above; Established record in teaching and scholarship:

Excellent managerial, communications, and organizational skills:
 Demonstrated leadership ability.
 Ability to work with diverse constituencies.

\*Rough to work waste acceptances.
 \*Experience in accreditation procedures.
 \*General knowledge of fund-raising strategies.
 \*Sensitivity to needs of a diverse educational community.
 \*Honesty, Integrity, and good moral character.
 \*Proactive leadership style; and
 \*Willingness to actively develop a sensitivity to, and concern for, The National College of Chiropractic, its history, and its specific needs

Experience in health education at the first professional level is desirable. Applications: Position will be available Soptember 1, 1992. Salary is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TIAA-CREF refrement plant. Search will continue until the position is filled. Nominations, or letters of application, accompanied by current curriculum vitue, and the names, addresses, and telephone numbers of no less than five referees are to be mailed.

Dr. Jacob Fisher, Chair Search Commillee for Vice President for Educational Atlatis The National College of Chiropractic 2001 fast Rosswelt Road Lombard, Illinois 60148

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**ΦΡΑΚΡΑΓΙΡΑΚΟΚΟΙ** ΕΝΙΚΑΙΑΙΑΝ ΤΑ ΑΙΚΑΙΑΙΑΝ ΤΑ ΕΝΙΚΑΙΑ ΕΝΙΚΑΙΑΙΑ ΕΝΙΚΑΙΑΙΑ ΕΝΙΚΑΙΑΙΑ ΕΝΙΚΑΙΑΙΑ ΕΝΙΚΑΙΑΙΑ ΕΝΙΚΑΙΑΙΑ

#### VICE PRESIDENT FOR ACADEMIC AFFAIRS

istern State College of Colorado, Gunnison, Colorado 81230

Western State College of Colorado is a public liberal arts institution of approximately 2,500 students and 116 faculty members with twenty one majoristicities work in critication, however, and recreation. The College is in the mountain town of Gunnison (population 4,600), 200 miles southwest of Denver. The Vice President for Academic Atlans reports to the President and has responsibility for the academic assistant at the College Those invested in Academic assistant at the College.

hose interested in or being nominated for the position should: have an earned doctorate, preferably in a liberal arts discipline
 have experience as a faculty member in a liberal arts college or an

appropriate discipline in a university

have at least 5 years, including department chair, of administrative experience in a blocal arts college or university

be devoted to creating energetic, innovatice, interflictiplinary and academically demanding undergraduate education

have the energy, vision, commitment to discripty and organizational glits to play a crucial rule in completing the conversion of the college into a fine public liberal arts institution.

The College streamly energy was the expellential and expension of the content.

The College strongly encourages the application and numination of women and minorities. Salary and benefits are competitive.

Applications and nominations are due April 3, 1992, with the appointment to begin as soon as possible after selectron. Applications should include a letter of interest, a vita and five references. References will not be contacted without the permission of the candidates. Please send applications to: Kaye Howe, President

Western State College Cunnium, Colorado B1231 wisten State College, one of four members of the State Colleges of Colorado, is an Affirmative Action, Equal Opportunity Employer.

phience. Minimum salary for sine exocata a life of the form of the life of the

overall coordinaryon of the student development and housing components of one to three residence halls accommodating 290-380 students or two apartment complexes accommodating 600 students. Specific duties include the selection, training, and supervision of 7-12 Resident Assistants: advisement of Hall Councils, administration of half operations and more mentions of programs, enforcement of College regulations; service as a Justical Hearing Officer; and personal countries. In addition, the successful candidates will have the opportunity to touch a credit bearing course in Diversity Awareness Applicants must half and the contribution of the property of the services of the contribution of the contribution, of the contribution of the contribution of the contribution, of the contribution of the contribution, of the contribution of the contribution, of the contribution of th

#### UNIVERSITY HARTFORD

#### RESIDENT DIRECTOR

(12 Month Position)

The University of Hartford seeks an individual to assume the responsibility for the administration and general operation of residential units. Responsibilities include recruiting, training, supporting and coaching undergraduate resident assistants, hall government; checipline; and coordination of central unit housing utitie. Works in crasperation with other departments toperations, public safety, and Student Activities to develop and promote campus community development programs.

Qualifications include bachelor's degree (master's preferred) in CSP or related field with experience in or related their with experience in residential housing administra-tion. Strong communication skills and a commitment to total quality programming and team approach-es desired. The position starts July

The University offers a full benefit package including furnished apartment and tuition remission for employee and eligible dependents. Salary \$18,000 to \$22,000. Deadline for applications is April 1st. Applicants can interview at Oshkosh. Placement: Exchange and NASPA. To apply by mail send 2 copies of résumé, cover letter, and three letters of refer-

Mark Botzi Human Resources Developmen UNIVERSITY OF HARTFORD 200 Bloomfield Ave. West Hartford, CT 06117

An Equal Opportunity Employer

Southeast

### **VICE PRESIDENT** FOR STUDENT AFFAIRS

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill overlooking the city of Cape Chardeau and the Mississippi River. During the 1991 fall semester. 8,800 students were enrolled in programs leading to associate, backetor's, master's and

THE VICE PRESIDENT reports directly to the President and is the senior administrative officer for the Division of Student Affairs. The Vice President is the senior administrative officer for the direction to a comprehensive student affairs program which complements and supports the academic nilsaton of the University and enriches the quality of student life. The Vice President works closely with academic leadership in providing direction for the co-curricular segment of the University's nationally recognized University Studies program. The Vice President implements the programs of the newly-reorganized Division of Student Affairs, including enrollment management, student development, and auxiliary units.

EUNITIONAL AREAS for which the Vice President will be responsible include: admissions/new student relations; orientation; coordination of scholarships; registrar's office tenrollment, student records); tutorial services; testing services; equal opportunity programs (Student Support Services, Talent Search); career planning and placement; health services; counseling services; student rights and responsibilities; services to minority students, commuter students, students with disabilities, adult learners, international students, off-campus students, and students with gender Issues; residence life; University Center and campus activities (including bookstore and textbook services); Student Recreation Center/recreational sports; and the contracted university dining services. REQUIRED QUALIFICATIONS:

EQUIDED QUALIFICATIONS:

• Carned doctorate in an appropriate field from an accredited institution.

• Evidence of commitment to the philosophy of student personnel work.

• Demonstrated administrative, management, and leadership skills.

• Significant, progressively responsible and relevant administrative and supervisory experience in areas related to this position in higher education (minimum of eight years preferred). PREFERRED QUALIFICATIONS:

REFERRED QUALIFICATIONS:

Demonstrated expertise in a campus-wide program of enrollment management which enhances the recruitment, retention, and success of students.

Demonstrated commitment to affirmative action and the promotion of cultural diversity.

A record of experience in managing student-related auxiliary units and student advocacy.

An outstanding record of contributions to the profession.

Experience in teaching, academic advising and/or academic administration.

The ability to work effectively with faculty, staff and students in a collegial governance structure.

Strong interpersonal skills.
 Excellent verbal and written communications skills.

SALARY AND BENEFITS are competitive and commensurate with experience and credentials. This is a

POSITION AVAILABLE: August 1, 1992, or as soon as possible thereafter NOMINATIONS DEADLINE: Nominations must be submitted not later than March 20, 1992 to the ad-

APPLICATION PROCEDURE: All application materials must be postmarked not later than Friday, April 3, 1992. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curricultum vitae, and the names, addresses, and phone numbers of five references to:

Kala M. Stroup, President Southeast Missouri State University One University Plaza, Cape Girardeau, Missouri 63701

Southeast Missouri State University is an Affirmative Action, Equal Opportunity Employer and encourages nominations and applications of women and minorities.

#### SEARCH EXTENDED

#### **Executive Director** Student Activities Corporation

The Executive Director of the Student Activities Corporation of Queens College is responsible for administering the Corporation's day-to-day activities; acting in an advisory capacity on all financial matters pertaining to a \$1 million annual budget; negotiating insurance policies/contracts; oversceing auxilinry services operations (dining hall, bookstore, video/vending

services); and developing programs for educating student groups.

Bachelor's degree required, with at least 5 years prior campus experience preferred. Experience in supervisory responsibility and budget management essential.

Competitive salary; excellent fringes. Send resume with salary history in confidence to Jeremy Burton, Chair, Search Committee, Student Activities Corporation, Queens College/CUNY, Flushing, NY 11367-1597. Applications will be reviewed commencing March 18 and continue until position is filled. ANEOE

Student Activities Corporation is an independent legal entity. Neither the Board of Trustees of the City University of New York nor any constituent unit is liable in any way for the acts of the corporation. Similarly, the corporation is not liable for the acts of any public instrumentality or any private chib or organization.

Compensation is very competitive and includes an apartment, pertial meal plan and benefits nackage. Appointments are effective August 1, 1992, The search will remain open until position is filled; however, application and the calcular are requested by April 1, 1992. Situation are requested by April 1, 1992. Situation of the calcular are requested by April 1, 1992. Situation of the calculation are requested by April 1, 1992. Situation of the calculation are requested by April 1, 1992. Situation of the calculation of the c

chair, Dawn Thompson, Assistant Director of Regionatial Life for Staff and Programs. Office of Residential Life, thanks Collese, 953 Danby Road, Ithace, New York 14830. We will be interviewing at ACPA and NASPA. Applications will be accepted until the positions are filled; however, preference will be given to those received prior to April 1, 1992, thanks Collese as an Equal Opportunity. Affirmative Action Employer. Women and minorities are encouraged to apply.

Residence Life: Area Coordinator. The Area Coordinator is responsible for: administering a Compensative statest deviation and advisors, administering Collese policy and demonstrate a commitment to working with students in a readequial, liberal sits with students in a readequial, liberal sits college setting; a generalist position, required. Application, deading and initiative and provider consented and initiative and provider consented. Sing Training and Development. The Area Coordinator must possess and demonstrate a commitment to working with students in a readequial, liberal sits with students in a readequial, liberal sits college setting; a generalist position, required consented. Sing Training and Development and development. Als in Student Personal and development. Als in Student Personand Personal Personal Personal Personal Personal Personal Personal

#### SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST

The University of Arizona invites applications and nominations for the position of Senior Vice President for Academic Affairs and Provest.

As the chief academic officer of the University, the Senior Vice President and Provest is responsible for conducting the academic affairs of the institution and reports directly to the President.

affairs of the institution and reports directly to the President.

The University seeks an outstanding scholar with the vision and judgment to lead the efforts of a dynamic institution. Candidates must display a thorough understanding of acudemic values and be committed to the highest scholarly standards. In addition to an earned doctorate or its equivalent, candidates must have a sound reputation for scholarship and research in their own professional fields. Candidates also must have demonstrated a capacity to communicate effectively with faculty, staff members, and students, and a sensitivity to the concerns of women and minorities. Successful administrative experience within a university is an important quality. The capacity to work effectively with complex budgets and an understanding of the management principles required to deal effectively with a wide range of professional employees are essential.

The University of Arizona is an Equal Opportunity. Affirms-

The University of Arizona is an Equal Opportunity, Affirmative Action Employer and encourages the candidacies of women and minorities. The position is available as of July 1, 1992. The university plans to begin the review of nominations and applications on March 81, 1992. Consideration of applications received after April 30, 1992 may be delayed until the first group of candidates have been screened.

A letter of application, with vitae, or nominations should be

John H. Law, Ph.D. Chair, Provost Search Advisory Committee Arizona Research Labs Business Office 1018 Govid-Simpson Building

University of Arizona Tueson, AZ 85721

Student Family Housias complex, which consists of 150 urals. A Bachelor's degree is required. Experience in spartment complex management, is preferred. This position is located at South Campus. An apartment with utilities and local telephone service is provided, Salary: 514,064. Aprilication deadline: March 20, 1992. Three letters of reference most be submitted. Request application information from the Department of Personnel, 501-678-2601. Memphis State. University. Memphis. Tennessee 18152. Housi Opportunity, Allimanive Action Employer.

Residence lifes Hall Director. Responsibilities: Administration, staff, supervision/
training, and student development programming. Master "Student Personnel or
relisted area preferred; Bachelor's plus
housing administration, supervisory and
programming experience required. Salary;
Competitive plus room/board, full time, 12
months. Available: June 1, 1992. Application deadline: April 6, 1992. Submit application letter, résumé, and three referance

ETSU is an REO/AA employer.

Residence life: Area Coordinator, Directly supervises a staff of full-time Hall Directors in a residential area of approximately 4,000. Specific responsibilities include the training, selection and evaluation of residence life staff and the coordination of the residence life staff and the coordination of the residence life staff and the coordination of the residence life staff position. Advises various departmental committees, represents Department of various University committees. Master's degree and 2 years full-time experience in residence hall administration. Application deadline: Arril 1, 1992. Salary: Competitive. Prospective applicants should forward a resuma, joster of interest and three references to Ms. Lische C. Reddick, Associate Director, Department of Residence Hall, 49 Student Services Building, University of Teansestee, Knoxville, Knoxville, Prospection 1793-60241. UTK is an EEO/AA.

Title IX/Section SM/ADA employer.

- 3



Minnesota

Minnesota Community College System

ROCHESTER COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces a opening for the position of President of Rochester Community College.

Rochester Community College currently enrolls 4,000 students. Founded 1915, the college is the oldest college in the Minnesota Community College. Rochester is the state's fifth largest city, located approximately miles southeast of Minneapolts and St. Paul.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has a cruased over 51% in the past seven years.

The President is the chief executive officer of the college with responsibility all programs and functions of the institution. The President reports directly the Chancellor.

The following qualifications are considered essential or highly destrable.

A demonstrated commitment to the mission of the community college
 A demonstrated capacity for creative and resourceful management at

leadership.

Demonstrated leadership ability in areas such as instruction and study.

Demonstrated abilities in community relations
 Demonstrated skills in fiscal planning
 Experience in employee contract administration.
 Training in educational administration, preferably with an employee.

Iraning in conceasion
 Algebra discretional administration, preferably at the post-sense ary level, community college administrative experience is desirable.

An earned dectorate or appropriate experience that provides equivalent.

Salary is competitive and commensurate with experience and qualify

It is anticipated that the president will assume his or her duties in July, 19

The 1991 Minnesota Lagislature mandated a merger of three of the fourph higher education systems—the community colleges, the technical college and the state universities. The University of Minnesota is excluded from the legislation. Barring changes in the next three legislative sassions, a significant will govern these three systems effective July 1, 1995.

The application deadline is April 3, 1992, Required materials inch

Sourch Coordinator
MINNLSOTA COMMUNITY COLLEGE SYSTEM
203 Capitol Square, 590 Codar Street
St. Paul, MN 55101

The Minnesota Community College System is an equal opportunity affirmative action employer.

PRESIDENT

Association of American Universities

Candidates should possess demonstrated familiarity with both university aducation and academic research and with the federal establishment and should have administrative experience sufficient to direct a state of high quality. The Search Committee is especially interested in state of high quality. The Search Committee is especially interested in the ferms of

hillying women and minority candidates. Salary and other

Frank H. T. Rhodes, Chairman AU Presidential Search Committe One Dupont Circle, Suite 730 Washington, DC 20038

letter of application addressing the applicant's interest in and qual the position, a résumé, and the names of three references

Please address nondnations, inquiries, and applications to:

**PRESIDENT** 

Community Colleges

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#### **PRESIDENT**

The Board of Trustees of Miami University Invites nominations, applications, and letters of inquiry for the position of President upon the retirement of President Paul G. Pearson as of December 31, 1992. The President is elected by and serves at the pleasure of the Board of Trustees and is charged with the responsibility of administering the affairs of the University as its chief academic officer.

officer.

Miami University is a state-assisted comprehensive university located in south-western Ohio. Established in 1809, Miami began collegiate instruction in 1824; since that time, it has grown to an enrollment of more than 20,000 students on four campuses with an annual budget of more than \$215 million. The University awards baccalaureate degrees in about 70 fields, master's degrees in 60, and doctoral degrees in 10 disciplines. The central campus is in Oxford, a small city with a population of 8,500 located thirty-five miles north of Cincinnati and forty-five miles southwest of Dayton. The enrollment on the Oxford campus is limited to 16,000, with approximately 7,000 students living on campus in 38 residence halls. Miami has regional campuses in two nearby cities, Hamilton and Middletown, and a European Center in Luxembourg Miami University is a selective public university units a long tradition of decision.

Miami University is a selective public university with a long tradition of dedica-tion to teaching excellence and undergraduate liberal arts education with an increasingly strong record of scholarly achievement.

The Board of Trustees and its Special Committee seeks an outstanding indi-vidual with a distinguished record of accomplishment, experience, stature and academic understanding to provide effective leadership and management to lead the University into the next century.

Inquiries, nominations, and applications for the position of President are invited and should be directed to:

Special Committee for the Selection of a President
William G. Slover, Secretary to the Board
Office of the Secretary
101 Roudebush Hall
Mismil University
Oxford, Ohio 45056
(513) 529-3610

The successful candidate will be expected to assume his or her duties on January 1, 1993 or as soon thereafter as is practical. Applicants should sund a résumé and statement of interest to Dr. William G. Slover at the address above. Supporting information, including references, will be requested by the Special Committee at the appropriate time. The Special Committee will begin its review and screening of applications on or about May 1, 1992. The scarch will remein open until the position is filled.

Miami University is an Equal Opportunity, Affirmative Action Employer Applications from women and minority candidates are encouraged.



### PRESIDENT

Cheyney University of Pennsylvania Cheyney, Pennsylvania

The Council of Trustees of Cheyney University of Pennsylvania and its residential Search Committee invite nominations, and expressions of interest, for the position of President.

Cheyney University was founded in 1837 and is the oldest historically black college in the United States. The university is one of fourteen Institutions in the Pennsylvania System of Higher Education. Located in Southeastern Pennsylvania approximately 20 miles southwest of Philadelphia on a beautiful 275 acre campus, Cheyney has a comprehensive mission and offers 35 degree programs leading to the Bachelor of Arts, Bachelor of Science, and Bachelor of Science in Education. In addition, nine graduate programs leading to the Master of Education and Master of Science are offered. The university has an enrollment of approximately 1,500 undergraduate and graduate students, representing 25 states and 14 countries. There are 99 full-time faculty members. The university's operating budget is approximately \$21 million.

The Presidential Search Committee encourages the interest of talented individuals with appropriate terminal degrees and significant experience in higher education who would be capable of providing effective leadership for Cheyney University, Specifically, the next president must have a strong commitment to Cheyney's mission as a public, historically black college with comprehensive educational programs; be a skilled administrator; have a good business sense; and have the ability to work collaboratively with the various constituencies of the university to address its future challenges.

ions and expressions of interest should be sent, in confidence.

James H. Manning, Jr., Esquire o-chair, Presidential Search Committe Cheyney University of Pennsylvania Cheyney, PA 19319

Because the president will be expected to assume office on approximately August 1, 1992, the search committee will begin to review candi-

Cheyney University is an equal opportunity emplo

to large animal surpery to veterinary students, providing ciudeal service for food animals with an equine emphasis, developina a research program in an area of surgical importance, participating in graduate training and conducting conflueing education activities for veterinarians. Candidates must have a DVM, VMD, or equal degree from a foreign University and Diolomate status for eligibility) in the American College of Veterinary Surgeons.

nent are negotiable.

To be assured full consideration, nor be sent no later than April 5, 1992 to:



#### CHANCELLOR

## THE UNIVERSITY OF TENNESSEE, KNOXVILLE

Nominations and applications are sought for the position of Chancellor, The University of Tennessee, Knoxville. The Chancellor is the chief academic and administrative officer of the state's largest and most comprehensive research University. Established in 1794, UT Knoxville is an 1862 land-grant institution. More than 1,200 faculty fulfill its three-fold mission to teach, conduct research and serve the public.

With an annual budget of more than \$250,000,000 UT Knoxville offers bachelor's degrees in 150 programs, master's degrees in 85, and doctoral degrees in 52. Excellment is 25,000 with 19,000 undergraduates and 6,000 graduate students.

UT Knoxville is a Carnegie I research institution. The faculty includes nationally and internationally recognized scholars in a number of areas. Faculty research grants and contracts for 1990-91 exceeded \$53,000,000. Specially funded centers involving partnerships with industry and government, especially nearby Oak Ridge National Laboratory, lifteen \$1,000,000 endowed Chairs of Excellence, and a larger number of partially endowed professorships and other specially funded positions help support research.

The University is also among the nation's learning public institutions in alum-sisupport. Private gifts to UT Knoxville totaled over \$18,000,000 in 1990-91.

During the past decade the University has made substantial progress in attacting a well qualified undergraduate and graduate student body and in strengthening its faculty. UT, Knoxville seeks a leader who will nurture and build on these achievements. This leaders should have significant administrative experience in a complex, research-centered state university, an understanding of the mission of such an institution, and the ability to articulate that mission ingorine mission of such an institution, and the ability to articulate that mission effectively to the University's many internal and external constituencies. The Chancellor of UT Knoxville should possess the academic credentials to quality as a tenured member of the faculty. The University is both symbol and place of apportunity for Tennesseans; therefore, the successful candidate must have a stong commitment to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives of affirmative action and a will-interest to the spirit and objectives are action as a spirit and action and a will-interest to the spirit and action action and a will-interest to the spirit and action action action and a will-interest to the spirit action action and a will-interest to the spirit action act ingness to pursue these objectives with vigor. Additional criteria for the position ne available upon request.

The Chancellor is elected by the Board of Trustees upon the recommendation of the President of The University of Tennessee System. Nominations and applications should be submitted to the chair of the Search Advisory Committee:

Dr. John W. Prados, Chair Chancellor Search Advisory Committee 800 Andy Holt Tower, The University of Tennessee Knoxville, TN 37996-0180 Phone: (615) 974-3211; Fax: (615) 974-3213

Applications and nominations of outstanding candidates, especially women and minorities, are strongly encouraged. Screening of candidates will begin on April 1, 1992, and will continue until the position is tilled.

PUBLIC DISCLOSURE: Documents rolated to this search are subject to inspection by citizens of Tennessee undor the state's Public Records Act.

THE UNIVERSITY OF TENNESSEE IS AN EQUAL EMPLOYMENT OPPORTUNITY, AFFIRMATIVE ACTION, TITLE IX. SECTION 504 EMPLOYER



# **President**

Nominations and expressions of interest are invited for the position of president of The University of Akron.

The University. 'The University of Akron is the third-largest state-assisted university in Ohio, with enrollments of 28,200 at its main campus and 1,500 at a branch campus in Orrville, Ohio. Its 10 academic colleges offer 31 associate, 154 baccalaureate, 47 master's, the juris doctor, and 18 doctoral degree programs. The University attracts students of all academic, economic, social, and ethnic backgrounds. Its total residential population is estimated at 6,000, including 2,200 undergraduates in 16 residence halls.

More than 100,000 degrees have been conferred in the University's 121-year history. UA has a rich heritage of educational leadership and service to the state and region: it was founded in 1870 as a private liberal arts college, became a tax-supported municipal university in 1913, and joined Ohio's public higher education system in 1967.

The University is located on an attractive 166-acre campus overlooking downtown Akron. The Akron-Cleveland region boasts a strong, diversified business and industrial base; numerous educational, social, cultural, athletic, and other amenities; and a total population of 4 million. UA's world-renowned programs in polymer science and polymer engineering are key to the region's economic development strategy.

The University's annual operating budget is approximately \$212 million, with an endowment of \$50 million. Attesting to its strong external support, UA recently completed a \$51.8-million capital campaign six months ahead of schedule.

Position. Prospective candidates should have the experience, vision, and energy to lead a major comprehensive public university situated in an urban area. Candidates must be: committed to excellence in undergraduate and graduate education and distinction in selected areas of inquiry and creative activity; experienced at working cooperatively with faculty, students, and staff; proficient in fiscal management of a complex organization in an environment of constrained resources; committed to expanding the positive relationship the University enjoys with the surrounding city and region; skilled at representing the institution in external relations and fund-raising; and committed to fostering diversity in all forms. Candidates should have strong academic eredentials and demonstrate successful administrative, managerial, and leadership skills.

The president is the chief executive officer of the University and is responsible to the Board of Trustees.

Applications. Nominations and expressions of interest should be submitted to: Benjamin G. Ammons, Chair, Presidential Search Committee, The University of Akron, P.O. Box 230, Akron, OH 44309.

7

The formal screening process begins March 20. No candidates can be guaranteed full consideration if materials are received after that date. Applications should include a current résumé and a thoughtful letter discussing the candidate's suitability for

this position. The University of Ahron is an Equal Education and Employment Institution

# **EXECUTIVE DIRECTOR**

The Associated Colleges of Illinois seeks candidates for the position of Recuive Director,

Robert M. Rosonzwalg, who has served as President of the Association of American Universities since 1983, has announced that he will lead the office at the end of the 1992 catendar year. Therefore, the Association, consisting of lifty-six major research universities in the United States and two in Canada, seeks candidates for the position of President The position entaits coordinating and supporting the work of the member-university presidents and chancellors as they pursue the common interests of their institutions, especially in relation to the legislative and executive branches of the federal government. It involves leading a small, highly competent professional staff in the AAU's Washington, Dicoffice and directing AAU representation to the federal government, the priority commitments of the Association are to undergraduate and vanced education and research, with emphasis upon basic research in the natural sciences and engineering, blomedical research and training graduate education, international studies, the arts and the humanities and research library resources. Working directly with and for the AU interests with the national and international commission of AAU interests with the national and international commission of AAU interests with the national and international commission member institutions as appropriate.

Candidates should possess demonstrated familiarity with both university extending a stabilishment. The Associated Colleges of Illinois is a fund-raising consortium of 26 independent colleges and universities, and secures both program and immitted support for the member institutions through a united annual speal to corporations, businesses, and foundations. Annual income currently stands at \$1.7 million.

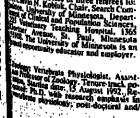
the Executive Director is the chief executive officer of the Association and Executive Director is the chief executive Committee. This individual will oversee the administration of the Association, solicit gifts from donors and prospects, coordinate solicitation efforts of Officers of member colleges, supervise a staff of six, prepare and manage an annual budget, has not direct all facets of the Association's annual fund raising campling, and prepare the Annual Report and other printed materials.

Minimum qualifications include a B.A. degree; a record of progressive appossible experience in development, preferably in higher educations. repossible experience in development, preferably in higher education; exclient written and verbal communication skills; the ability to direct and mobate others; and a commitment to independent higher education and he liberal arts.

The Association wishes to fill this position as soon as possible. Salary is

Dr. Eugene Hotchkiss, Chairman Search Committee Associated Colleges of Illinois 150 North Wacker Orive, Suite 1350

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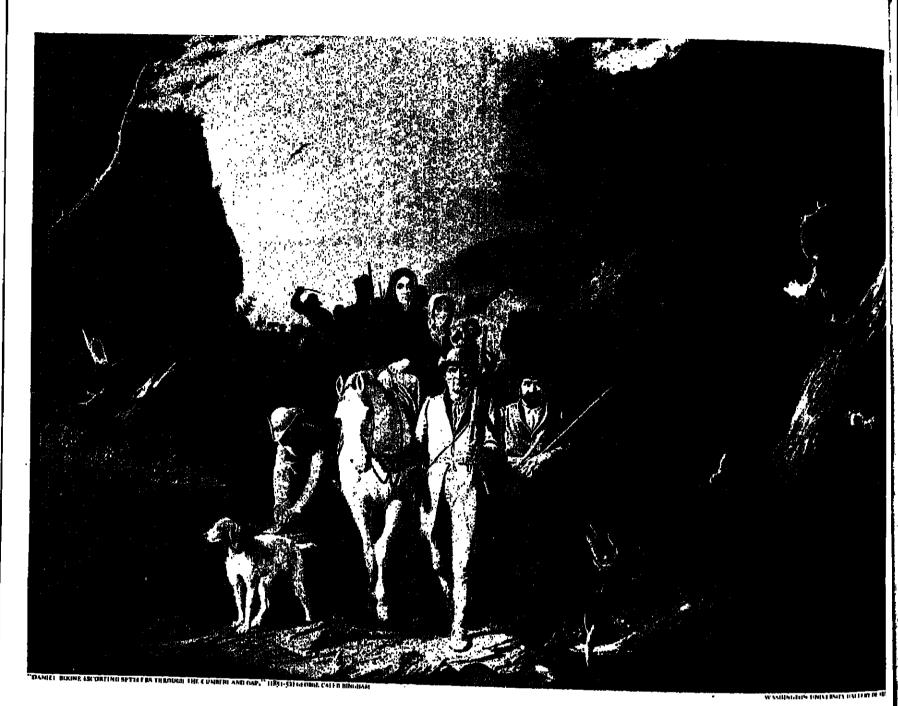
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# **End Paper**



Daniel Boone as Icon: the Columbus of the Woods

-

N HIS ROLE as explorer and discoverer of new lands, Daniel Boone came to be equated with Christopher Columbus and was described by the art critic Henry T. Tuckerman in 1852 as "the Columbus of the woods." The landing of Christopher Columbus on the island of San Salvador in 1492 was a decisive event in European history, initiating the expansion of Europe's imperial powers and their colonization in this hemisphere. For the native peoples of the Americas the spectacular appearance of the white sails rising in the Eastern seas marked the dawn of their eventual demise at the hands of the European conquerors. Mid-19th century descendants of the colonizers in the United States viewed Boone's march into Kentucky as a pivotal event in their expansion westward to dominate the continent—an expansion that they equated with Columbus's. Certainly, for Native Americans the appearance of Boone with his flintlock rifle signaled an end to Native American society in North America, as had the appearance of Columbus for Central and South American natives.

In the United States, especially after the War of 1812, the frontier was pushed farther west by the spiritual and entrepreneurial descendants of Columbus—fur trappers, mountain men, and pioneers hungry for rich lands. As the new nation sought to construct narratives to represent its emerging national identity, the daring frontiersmen who led the advancing Anglo-European civilization gained recognition as heroes in literature and visual arts. A central persona in the nation's

search for its identity was Daniel Boone. Even in his own time, the tale of Boone's role as the leader of colonists migrating through the Cumberland Gap into the Kentucky territories had begun to assume larger than-life status. Due to the zeal of several generations of writers and artists, Boone came to be considered the consummate symbol of the American pioneer in the decades prior to the Civil War. By the 1850's tales of this real-estate speculator, hunter, and Indian killer had expanded into mythic proportions, and he became famous as "the pathfinder." Boone had become a symbol of America's self-proclaimed Manifest Destiny, It was in this context that visual images of Daniel Boone achieved greatest circulation and were widely celebrated in popular illustrations and paintings.

"The Columbus of the Woods: Daniel Boone and the Myth of Manifest Destiny," an exhibition of paintings, drawings, prints, and illustrated books, will be at the Washington University Gallery of Art through March 29.

The text above is by Joseph D. Ketner, director of the gallery. It is excerpted from his introduction to the exhibition catalogue, "The Columbus of the Woods: Daniel Boone and the Typology of Manifest Destiny," written by J. Gray Sweeney, professor of art history of Arizona State University. Copyright © 1992 by the Washington University Gallery of Art and J. Gray Sweeney.

# Ways&: Means

Pennsylvania Gov. Robert P.
Casey backed his proposal to ax
the state's \$76-million subsidy
to private colleges with a
powerful but slightly flawed

"New York doesn't pay to operate Columbia," he said in his budget address. "New Jersey doesn't pay for Princeton."

The flaw? He was wrong. Both states provide money to private colleges based on the number of enrolled state residents.

The Governor's spokesman

attributed the error to information supplied by the institutions.

Embarrassed but unbowed, Mr. Casey's administration is pursuing the cuts, which would take \$37-million from the University of Pennsylvania and the rest from 11 other institutions, mostly medical and dental schools.

"We're certainly upset" about giving the wrong information, said the spokesman for the Democratic Governor, but Pennsylvania "just does not have the money to fund both its public institutions and its private institutions." The institutions are lobbying the General Assembly to block the action.

New York State's Liberty
Partnership and Liberty
Scholarship programs, created
by Gov. Mario M. Cuomo four
years ago as an "extraordinary
incentive" for students to attend
college, appear headed for
oblivion.

The programs, which were never financed at the levels promised in 1988, would not receive any state money in 1992-93 under the Governor's proposed budget.

For the Liberty Scholarships, the

For the Liberty Scholarships, the recommendation doesn't change much. The scholarships, which were to have gone into effect in the 1991-92 budget year with \$30-million, were never financed. Governor Cuomo "deferred" financing for them last year.

The scholarships were designed to cover non-tuition costs for needy students. The Liberty Partnerships provide counseling, tutoring, and community-service opportunities to 13,000 school children in 52 programs across the state.

The partnerships never received more than \$13.3-million. State officials had planned to spend \$30-million on the program in 1991-92 and \$40-million in 1992-93.

A spokesman for Mr. Cuomo said the budget recommendations were prompted by the state's dire fiscal condition and the Governor's promise that there would be "no sacrificial lambs, no sacred cows."

The Governor hopes Congress will pick up the slack by enacting a nationwide program, but financing for such a program is uncertain.

for such a program is uncertain.

The Legislature could still restore money for the Governor's initiative, but that is considered unlikely. Said the state official who oversees the programs: "I don't think any of us want to face the 13,000 students who rely on the services of the program."

# **Government & Politics**



James R. Chen, president of the faculty senate in the SUNY System: "I don't think you can solve the New York State budget problem on the backs of these few people."

# College Employees Fight Back as Many States Try to Cut Pension-Plan Contributions

By GOLDIE BLUMENSTYK
Many governors and legislators are trying to cut state contributions to pension
systems that serve faculty members and
other employees of public colleges.

Pension beneficiaries are fighting back. Some, who accuse politicians of plundering retirement nest eggs, are waging legislative battles and filing lawsuits to block the states' efforts.

#### 'A Blatant Robbery'

"It's just a blatant robbery," says Dennis D. Spice, executive director of the State Universitles Retirement System of Illinois. The system is fighting Gov. Jim Edgar in the state Supreme Court and in the General Assembly over the state's fail-

ure to make expected contributions to the fund. "This is not the Governor's private bank account," says Mr. Spice.

State officials supporting the reduced contributions say that they have no choice but to cut all kinds of state spending, and that state employees are exaggerating the dangers facing the pension funds.

Generally, the legal and political machinations touch higher education in two ways:

They affect states' contributions to public-employee pension systems, like the one in Illinois, which cover many state-college and community-college employ-

They determine the amount that states

Continued on Following Page

# Accreditation-Panel Appointee Criticized for Past Remarks on Blacks and Gays

By SCOTT JASCHIK

New charges are being made against John C. Hirschfeld, who was appointed by Education Secretary Lamar Alexander to the National Advisory Committee on Accreditation and Institutional Eligibility.

Academics and others who live in Champaign, Ill., where Mr. Hirschfeld is a lawyer and newspaper president, say his career has been full of incidents that demonstrate insensitivity to black and gay people, and that he is not suited to serve on an important government panel.

They contend that Mr. Alexander should not have appointed Mr. Hirschfeld, and that the Secretary either did not do enough research about his appointee or selected him for political reasons. The panel on which Mr. Hirschfeld sits advises Mr. Alexander on whether to grant federal recognition to accrediting agencies. The panel is now helping Mr. Alexander to evaluate proposals to revamp the accreditation system.

Mr. Hirschfeld said last week that the charge that he was insensitive had "no foundation in fact," and that he believed Education Department officials

had "no problem" with his role on the panel.

Etta Fielek, a spokeswowan for Secretary Alexander, said, "There are no plans that I know of to take action against Mr. Wirschfeld."

Ms. Fielek said the department had not reviewed Mr. Hirschfeld's writings or career before appointing him, and that such reviews do not take place for appointments to the accreditation panel, but are reserved for full-time, senior positions.

#### Backing for David Duke's Views

Mr. Hirschfeld, the president of The Champaign-Urbana News-Gazette, was appointed in October. His selection first became controversial in December, when a professor at the University of Illinois at Urbana-Champaign sent the Education Department copies of op-ed columns Mr. Hirschfeld had written for The News-Gazette that were supportive of the views of David Duke, the former Ku Klux Klan leader. The columns criticized President Bush for "abandoning" Mr. Duke during his campaign to become Governor of Louisiana. Mr. Hirschfeld wrote: "Duke's Continued on Page A29

*age A29* ho

# Senate Approves Massive Legislation for Higher Education

Proposals on Pell Grants and direct loans are dropped

#### By THOMAS J. DeLOUGHRY

The Schate, by a vote of 93 to 1, has approved legislation that would reauthorize the Higher Education Act for seven years.

Senators backed the bill after its sponsors deleted an expensive measure that would have guaranteed Pell Grants to all who qualified. The sponsors also agreed to set aside controversial proposals that would have dropped banks from the student-loan business in favor of direct federal loans.

The lawmakers approved 45 amendments to the mammoth bill during eight hours of debate. Sen. Jesse A. Helms, Republican of North Carolina, cited the cost of the legislation in casting the lone vote against it.

Senators from both parties praised the measure for increasing aid to middle-income families by expanding eligibility for Pell Grants and increasing the size of student loans. The legislation would authorize a maximum Pell Grant of \$3,600 in the 1993-94 academic year, an increase of 50 per cent over the \$2,400 that will be provided for 1992-93.

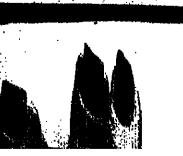
#### Action Pending in the House

The legislation would cost about \$18-billion in fiscal 1993, compared with the \$12.7-billion that Congress has appropriated for 1992. It is uncertain, though, whether the final higher-education legislation will be approved by the time budget bills for 1993 are developed this summer. It also is not clear that Congress could find the money to pay for everything the bill outhorizes.

A separate bill that would reauthorize higher-education programs for five years is awaiting a vote in the House of Represent-Continued on Page A30



Sen. Orrin G. Hatch opposed the entitlement provision: "The sad fact is that we are forced to make choices in how to best use the funds that we do have."



## College Employees Angered by Efforts to Cut State Pension Contributions

Continued From Preceding Page referring to a robber known for contribute to "optional retirement plans," which are increasingly fa- cause 'that's where the money is." vored by professionals in higher

Optional plans allow college facidly members and administrators to take their pensions with them if they move to another state for a \$1.8-billion pension-fund contribunew job. The plans also are attractive to institutions as a recruiting tool. But some higher-education advocates say the trend of states' reducing their contributions to these optional plans could undermine their attractiveness.

#### High Earnings in 1980's

State pension systems are supported by government contributions, based on actuarial assump-Gions, and the systems' own investments. Throughout the 1980's. many public pension systems benefited from high interest earnings.

Now, however, as states confront budget deficits, governors and legislators are trying to reduce their contributions to the funds and use the money for other purposes.

"Some of them are so healthy, they're being looked at as a cash cow," says Cathie G. Eitelberg, director of the pension and benefits program at the Government Finance Officers Association.

In some cases, states simply are not meeting their actuarial obligation; more typically, they are enanging the assumptions about the funds' earning potential in such a way as to reduce the state's con-

Critics say such tactics endanger the funds for purposes of political expediency. "The Willie Sutton complex is alive and well and living in every state that has a healthy pension fund," says Joe L. Wyatt,

By GOLDIE BLUMENSTYK

bers, and students of the City Uni-

Gov. Mario M. Cuomo and the

Eegislature, charging that the

two university systems is racially

The class-action suit, which ap-

plies an approach previously used

only in the South in higher-educa-

tion cases, was initiated by more

than 50 plaintiffs with ties to CUNY.

Filed in a state court in Manhat-

New York's Civil Rights Law and

equal-protection guarantees in the

"The issues involved affect all

states in which minority students

primarily attend urban commuting

colleges that are funded at a level

which is significantly lower than

predominantly white residential

campuses in the rest of the state."

said Sheldon Weinbaum, a profes-

sor of engineering at City College.

The plaintiffs said the suit could

have far-reaching implications.

Far-Reaching Implications

state constitution.

Faculty members, staff mem-

Mr. Wyatt is a lawyer for the California Public Employees Retirement System, which is suing Gov. Pete Wilson, a Republican, in a state appeals court over a disputed tion and the Governor's attempt to control the actuary. The system includes employees of the California State University System. "It's easier to take money that

has already been collected," says Mr. Wyatt, than to raise taxes or cut spending to close a deficit.

Higher-education officials in California are not the only ones affeeted by the trend or unhappy with it. Last year in Michigan, Gov. John Engler, a Republican, vetoed a portion of the state's contribution to the Public School Retirement Fund to save about \$12.6million for the state. The seven universities and 29 community colleges whose employees are part of the system had to make up the

#### Lobbying Drive in Illinois

In Illinois, pension-fund advocates say the state is ignoring its obligations under a 1989 law to finsystem adequately. Under the law, the state should have contributed about \$146-million to the fund in 1990-91. It gave only \$91-million.

The system's assets are currently about 53 per cent of its obligaions. There is no nationally accepted standard of soundness for Participants have also sued Goverthe proportion of obligations that assets should represent, but most follow the law. public-pension funds now boast ratios closer to 85 per cent.

versity of New York have sued CUNY and the State University of ability to support minority gradu-

leges that the state has "continued

upstate suny schools over the pre-

dominantly non-white CUNY senior

colleges in the allocation of finan-

Governor Cuomo, a Democrat,

said the state would defend itself.

Disparities might exist, Mr.

Cuomo noted, but "there's a dif-

ference between disparity and ille-

senior colleges with the support

SUNY campuses, and concludes

that the state gives suny \$7,653 per

full-time equivalent student but

of all CUNY students are members

of minority groups, while the latest

available figures for suny put its

non-white student population at 13

per cent

only \$6,927 to CUNY.

The suit notes that New York access to libraries, studios, and

State has been responsible for fi-

nuncing the senior colleges of a "deleterious effect" on CUNY's

The suit contrasts the state's The state gives SUNY some mon-

According to the suit, 64 per cent justice" by merely shifting spend-

The disparity, the suit says, de- a lawyer at the Center for Constitu-

New York since 1982. The suit al-

Over 'Unequal' Financing of State's 2 University Systems

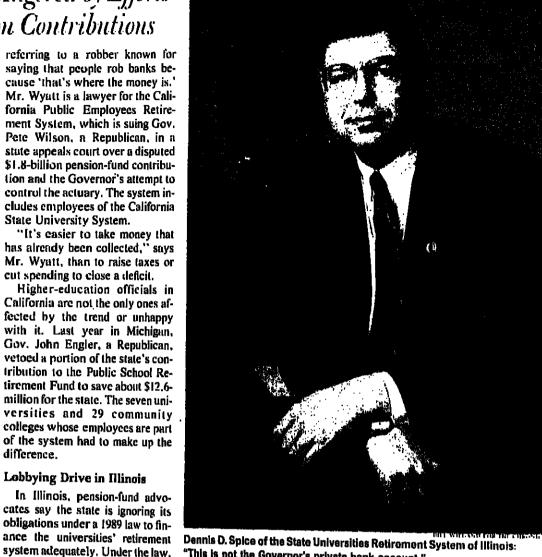
cial resources."

gal disparity."

state's "unequal" financing of its to favor the predominantly white

state's financing practices violate per-student financing at 11 CUNY

its Education Law, as well as provided for 18 "comparable"



"This is not the Governor's private bank account."

tive director, is visiting campuses—that the state's dire financial straits throughout Illinois to urge the fund's 85,000 participants to lobby lawmakers and Governor Edgar to increase the state's contribution. nor Edgar over the state's failure to

An aide to the Governor says that Mr. Edgar takes seriously the Mr. Spice, the system's execu-CUNY Students and Professors Sue Governor and Legislature

In a written statement, D. Bruce

Johnstone, the SUNY chancellor.

said that "there is no basis whatso-

ever" to the claims "and the data,

properly analyzed, show no such

disparity. I am disappointed that

the issue of underfunding has led

one group in New York City scem-

ingly to disparage the needs of the

State University and the vital role

we play in the mission of social jus-

ey for operating some medical and

technical programs that are not of-

Backers of the suit said they did

not want the state to right the "in-

ing priorities, but by finding more

money for CUNY by increasing

higher-education financing overall.

from suny," said Franklin Siegel,

"Money should not come away

fered by CUNY.

More Money Sought

leave it no choice but to cut its pension-fund contributions. "There just is no money," says Ethard R Chorle, the aide. He aids: "Our funds are healthy enough. Here is no danger."

In Connecticut, meanwhile, unions representing higher-education faculty and staff members and other state employees are organizing to oppose a bill by Goy. I owell P. Weicker, Jr., to climinate pensions from the scope of collective bargaining and to reduce the state's contribution. Connecticut is the only state where the state's contribution to the pension fund is covered under collective hargaming

The Governor's plan would create "a staggering unfunded hability." growing to \$5-billion in a few years," says Edward C. Marth, executive director of the University of Connecticut's chapter of the American Association of University Professors, Governor Weicker disputes that claim.

#### 'Defined Contribution' Plans

tirement plans. Under the optional plans, a government contributes to a pension fund, such as Valic or the Teachers Insurance and Annuity Association / College Retirement cuts have not been subsignif Equities Fund, which then invests enough to make the program of the make the make the program of the make the make the program of the make the make the program of the make the make the make the make the money. The employee's ultimate retirement benefit is not guaranteed as it would be under the state-sponsored programs. But the state's share is generally set by law or agreement and is considered a

"defined contribution." In Texas, to save money, the purpose that states intended state cut its rate of contribution to prives CUNY students of opportunitional Rights, which is representing 7.31 per cent of an individual's sale alternative. its Teachers' Retirement System to skimp on their support of the plant ary in the 1991-93 biennial budget to have a viable alternative.

and reduced its contribution lost optional retirement plans to fr same rate. The rates had bee based on 8.5 per cent of salary

"On the surface, it looks they're being fair," says Tonig exander, who oversees opion retirement issues for the Ter Higher Education Coordinary Board. But in fact, the employee the state-sponsored plan is und feeted by the change, assuming the state is able to provide the proised benefit upon retirement. The employees in the optional reins ment system, however, would to smaller pension benefit than the colleagues in the state system.

Mindful of that, all state wing sities and about half of the juin colleges last year dug into that own funds to make up the oils ence. Ms. Alexander says the off leges feared that if they did na they would undermine the value the optional-retirement plans as recruitment tool. It is unclear its the institutions will be able to milup the difference in 1992-93.

Deficit-wracked New York of its contribution to its Teachers's tirement System to a rate of 6.8 m cent in 1989 from a high of about New Charges Are Raised Against Appointed to Accreditation Panel per cent. This year Govern Mario M. Cuomo, a Democratk proposed reductions in the state contribution to the optional run ment system, as well. The ca which would bring the state's or tribution to a range of 14 to 11pt cent, depending on when them ployee was hired, would affe more than 15,000 faculty ment at the State University of N York and the City University New York.

Aides to Mr. Cuomo call itp of the state's overall effort to duce spending on pensions. Fac ty members say the figures are

#### Payments Stopped in January

Landary stopped making any page ments to the optional retireme plans because Comptroller Edva V Regan said a recent interpretion of a state law governing p stons was in conflict with anoth law, and he did not know which one to follow.

The whole issue is now bef the Legislature, with faculty man hers hoping the state will confi contributions and establish act mission to sort out a solution.

"To put it mildly, people hopping mad," says James Chen, president of the faculty st ate for the State University of N York System. "I don't think! can solve the New York Sta Controversies also abound over budget problem on the backs

Managers of optional retires plans say they are concerned by not overly alarmed by the treat states' reducing contributions. tractive," says John J. McCo mack, executive vice-president & pension and annuity services a TIAA-LREF.

Ultimately, says Mr. McCo mack, the plans will have to be we step of homosexuals." financed or they won't serve them. States can not affort

■ House adopts bill with tax breaks that colleges have sought

AIDS research chief says Bush budget will slow projects

■ Black-college board criticizes handling of report by U.S.

WASHINGTON UPDATE

Questions raised about humanities-fund dissertation program

tion of a recommendation in a draft

Several members of the President's Board of Advisers on Historically Black Colleges and Universities charged last week that Education Department officials had improperly changed the board's recommendations in a draft of a report that

will go to President Bush. At a meeting of the board, member Oloria Scott, president of Ben-Reid-Wallace, Assistant Secretary for postsecondary education. about the relationship between the board and the departmental staff that translates their discussions into reports to the President. Ms. Scott objected to the dele-

of a report. The recommendation urged the federal government to provide funds for historically black colleges and universities to participate in America 2000, the President's school-reform effort. Several other board members

agreed with Ms. Scott's concern, and at least one, Ruth Love, said she felt the draft of the report "does not reflect what our committee, in fact, recommended." Ms. Love is a former superintendent of the Chicago Public Schools.

After a lengthy, sometimes tense discussion, Ms. Reid-Wallace told tee, Several members of the comthe board that its reports to the mittee have criticized the firing. President should "be a reflection Mr. Goodwin was recently named

of your thoughts." She added that she would raise questions that she considered necessary, but that "it is up to you to accept that staff innut or override it.' Ms. Reid-Wallace said she had

suggested the change to remove an inaccuracy in the report, since "America 2000 does not presuppose that grant funds are a part of the strategy.' The meeting came three weeks

after Ms. Reid-Wallace fired Robert K. Goodwin as director of the Education Department office that works with the advisory commit-

my Jewish clientele at the law of-

fice, which is a large clientele, and

my black and Jewish friends.

would ridicule that comment," Mr.

He added: "I write a conserva-

tive column. I try to pick contro-

Hirschfeld said.

executive vice-president of the Points of Light Foundation. -JACK GOODMAN

The House of Representatives has voted to adopt a tax bill containing several provisions that colleges have sought. The bill would:

 Extend a tax deduction for employees on educational benefits provided by employers. ■ Restore the tax benefits, lost

under the tax-reform legislation of 1986, of making gifts of appreciated property, such as real estate.

■ Provide a tax credit for interest paid on student loans.

Similar provisions were proposed by President Bush this year. The final outcome of the legislation is unclear because of disagreements between the President and Congress over other provisions in -SCOTT JASCHIK

Anthony S. Fauci, associate

Some people who know Mr.

more personable than the columns

these days of 'political correct-

ness,' if you say 'ouch,' you don't

know if you'll be offending some-

would suggest.'

the National Institutes of Health, told a House of Representatives panel last week that the low percentage increase for AIDS research in the President's proposed 1993 budget would slow efforts to curb the

epidemic. "Scientifically, we will not be able to do everything we feel is justified," he told members of the House Subcommittee on Health and the Environment. "We will'have to try to keep programs alive with less money. I would expect that means that we will be slowing things down at a time when we need to be accelerating."

Dr. Fauci revealed that the Administration had reduced the NIH's AIDS-research budget request from \$1.2-billion to \$873-million, decreasing the amount allocated for new and competing research grants and cutting off "promising" initiatives, including increased support for researcher-training programs and a study of the causes of AIDS if women. Congress allocated \$841million for fiscal 1992.

Dr. Fauci also revealed that a reduction in fiscal 1992 of the number of centers conducting clinical trials of new drugs and therapies to fight AIDS had resulted from limited funds and not from a scientific judgment, as he had explained at the time that the cuts were made.

In 1991 the NIH supported 32 Adult Clinical Trial Units, costing about \$62-million. Responding to a Congressional mandate that more Pediatric Clinical Trial Units be set Mayor McCollum added: "In up, NIH officials reduced the amount of money going to the adult units by 17 per cent, decreusing to one. I find it somewhat refreshing 28 the number of adult units the NIH could support, Dr. Fauci stated that many productive centers had been cut off.

> Rep. Henry A. Waxman, a California Democrat who is chairman of the subcommittee that held the hearing, said he would push for increases in support for AIDS research. "This budget is not an agenda of research opportunities." Mr. Waxman said, "It is a body -STEPHEN BURD

Peter Shaw, a member of the the National Endowment for the Humanities advisory council. recently raised objections to a provision in the endowment's new Dissertation Fellowship Grant Program. The grants will provide stipends

of \$17,500 each to as many as 50 doctoral candidates who will complete their dissertations by the end of 1994. Mr. Shaw questioned a requirement that limits each Ph.D.granting institution to two grants. Mr. Shaw argued that the grants should be awarded on the basis o merit. He said in an interview that if the grants were based on the quality of applicants, more money would be given to the best graduate departments, which would in turn strengthen those departments.

"We would be strengthening the strong departments and weakening the weak departments," he said. Marjorie Belincourt, director of

the endowment's Division of Fellowships and Seminars and the endowment, defended the provision. "It is in the interest of Congress, that the awards have a wide distribution," she said.

#### may not fairly represent the way he "public record," but that they did In the column, Mr. Hirschfeld says not indicate that he is insensitive. trents people. Dannel McCollum, "My black clientele at the law of- the Mayor of Champaign, said: "I the black leaders objecting to the cartoon were "just one more ex- fice, which is a large clientele, and think that in actual life he's much

Continued From Page A27 message is appealing, even if Duke

Some educators questioned the appropriateness of keeping Mr. Hirschfeld on the panel in light of his remarks, but Education Department officials—while saying that they disagreed with the columos-defended the appointment.

#### Additional Information

Now the professor who sent the columns on Mr. Duke to the Education Department has provided it with additional information. A. Belden Fields, a professor of political science, says the material demonstrates Mr. Hirschfeld's unsuitability for the post.

The information includes the fol-

In 1973, while serving in the Illinois General Assembly, Mr. Hirschfeld dressed up as a student and toured University of Illinois dormitories and then publicly denounced them as "glorified brothds" because he saw birth-control pills in students' rooms and no bartiers between men's and women's quarters. Critics of Mr. Hirschfeld acknowledge that the incident took place a long time ago, but say it is relevant because the Education Department has cited Mr. Hirschfeld's legislative work dealing with higher education as a qualification for him to hold his current position.

Alds-education groups. In 1987 he wrote: "AIDS is a mural problem and not a medical onc--a concept homosexual groups are not willing to accept." He also Wrole: "I believe that AIDS Was originally transmitted by homosexsions, heterosexual contacts, and Mavenous drug use ultimately and faculty members. should be laid to rest at the door-

Course on "Cooking With a For- added.

eign Huir." The cartoon showed a Mr. Hirschfeld said that the inciblack cannibal, with a bone in her dents cited by Mr. Fields were Hirschfeld said that his columns hair, basting a white man in a pot. ample of black militancy running amuck. In a recent letter to Secretary Al-

exander, Mr. Fields outlined those incidents and criticized the uppointment. "Either you did not do your homework in looking into this appointee before you actually made the appointment, or your beliefs are different from what I had thought and hoped they were," Mr. Fields wrote, "In either case, we in higher education, and the country at large, deserve better."

Others at the university agree. Paula A. Treichler, a professor of medical humanities, said Mr. Hirschfeld's appointment "makes my blood run cold." She added: "That he would be appointed to any panel having to do with higher education is shocking."

#### 'Impeccable' Standard

Patricia A. McCiuire, the president of Trinity College (D.C.), said she respected Mr. Hirschfeld's "right to his own opinions," but added that she had questions about his appointment. "It is absolutely important, when we are dealing with issues of tremendous national importance, that we have individu-In a series of columns in his als on the panel whose credentials newspaper, Mr. Hirschfeld criti-

Ms. McCinire is on the Commission on Higher Education of the Middle States Association of Colleges and Schools, a group that has heen criticized by panel members-including Mr. Hirschfeldlals, and even those cases that are for having had a policy of evaluatnow attributed to bloud transfuing colleges' records on recruiting and retaining minority students

"The ironic thing is that while Middle States has been accused of In 1990 Mr. Hirschfeld wrote a politicizing accreditation, it is the Solumn criticizing local black leadthe for objecting to a park district's so by putting this kind of individual



so by putting this kind of individual acertain cartoon to illustrate on the committee." Ms. McGuire "We in higher education, and the country at large, deserve better."

# Reauthorization of Education Act Approved by Senate

Continued From Page A27 atives. Once that is approved, members of the House and Senate will meet to develop compromise their support for student aid, but entire bill and because he wanted legislation.

Many college officials and student leaders said they were disappointed with the decision to delete from the reauthorization bill the provision that would have made the Pell Grant an "entitlement." Such a designation would have ended the annual uncertainty about the size of grants by requiring lawmakers to provide full financing for ty. "It is unfortunate that with the

The students and officials said Sen. Claiborne Pell, Democrat of Rhode Island, and other support- tional opportunity." ers of the bill should have forced a

vote on the entitlement issue. Such dropped the entitlement provision public those Senators who pledge ened to delay consideration of the vote against financing the pro- to avoid an acrimonious debate grams, the critics said.

Opponents Threatened a Delay

"Students are disappointed that the overwhelming support the bill the Senate has not taken a stance received, which ultimately would on the Pell Grant entitlement," be important for attracting insaid Tujel Shah, president of the creases for college programs from United States Student Association and a student at Rutgers Universichanging needs of our nation's provision included the Bush Adwork force, the Senate failed to commit itself to expanding educa- can Senator, and several Demo-

providing grants to all eligible students had to be weighed against the cost to the government. "The sad fact is that we are forced to make a vote would have exposed to the because its opponents had threat-choices in how to best use the funds that we do have," he said. College officials and other ob-

servers had expected the Senate to fight over proposals to create a direct-loan plan. But Senators sidestepped the issue at the subcommittee and committee levels in October, and did so again on the floor.

Supporters of the direct-loan plans agreed with the bill's sponsors to work out a compromise plan that they hope to offer as part of tax bill that was expected to be developed in the Senate Finance Committee this week.

College officials were pleased with an amendment offered by Aides to Senator Pell said he had lican of Utah, said the appeal of Sen. Terry Sanford, Democrat of

vided some relief from rules of R. Lautenberg, Democrat of New would have required stricter and coversight of colleges, College of Commission on Containing College of Commission on Containing College of Commission on Containing College of Col scrutiny was intrusive and under codeges to release information on cossary because their institute, were already licensed by states of institutional costs.

Government & Policy!

approved by accrediting group. Mr. Lautenberg cited the Con-

ford, a former president of Divisional States and attribute tick-University, blusted Senate aids to Parents and students and the for proposing in the bill that state public taxpayers deserve to know the second of the seco go so far as to check fire safetyel how tuition dollars are spent," he college campuses. "I do not bid said.

It has anything to do with study. The amendment on sexual astronomy and all the safetyel.

loans, and all the while we assult would require colleges to nomissing the point that we are the plant would require colleges to nomissing the point that we are the plant would require colleges to nomissing the point that we are the plant would require colleges to nomissing the point that we are the plant would require colleges to nomissing the point that we are the plant and of prodent-loan program, "he said.

The Sanford amendment, whit
mishazing amendment says colresembles language in the How
reauthorization bill, would insue
members of student organizastates to focus their attentions."

states to focus their attention of tions—other than athletic teams—institutions with high students from hazing other students. default rates, that have a history

misspending aid, or that rely brail Detailed Definition of Hazing ly on federal aid.

The measure gives a detailed Senator Pell said the Sank definition of hazing that includes amendment had improved the Respect that poses a threat of bodily by properly defining each states turn or that would cause a student "watchdog" for the federal great be naked, deprived of sleep, ernment. "We want the states and and oned, or subjected to a boxhelp the Secretary identify the match or excessive calisthen-

fraudulent or misleading practa is. that may come to light," he say. Even though the Pell Grant enti-"We do not want the states to afterness was doomed by budge tury as a super-approval agency." considerations, Senators did not Black-college officials applied thesitate to authorize millions of

ed an amendment that would a dollars for new programs that thoraze the federal governments would address regional or personal guarantee up to \$250-million it concerns. If they survive a conferhours to improve facilities on by once with the House, the provicompuses. The loans would be sions must compete with existing made by a private, for-profitory programs for appropriations. The ration selected by the Educate provisions would create:

Secretary. The measure wall A \$15-million program for guarantee up to \$175-million of mants to colleges to teach faculty loans for private colleges and \$1 frembers how to educate students million for public colleges. | with disabilities: by Sen. Robert J. The House reauthorization N Dole, Republican of Kunsus.

would provide \$500-million in the \$6-million a year for full scholeral guarantees. It would selling stables for Olympic athletes at-of \$350 million for private colleges kinding Northern Michigan Uni-and \$150-million for public inside writing and other colleges: by sens. Donald W. Riegle, Jr. and Niara Sudarkusa, president Carl Levin, Democrats of Michi-

Lincoln University in Pennsylv (40). nia, plaised the amendment # 1. A \$2-million program for "very worthwhile." She said is spants to colleges to finance educa-coln would be interested in takes to the succession with Mexico: by out such loans when the economic lambda. Democrat of improves and the university can have Mexico, and Sen. Pete V. Doford them. "We ought to be able penici, Republican of New Mexico." use the government-backed loan

Measure for 2-Year Colleges

Concern About College Cost

Some of the amendments t

puses.

Sen. Mark O. Hatfield, Republican of Oregon, offered an amendment to establish a liaison for two-Principal adviser to the Secretary

A controversial campus-speech amendment that was expected to Student leaders and college of be offered during the debate was withheld after its sponsor was Promised a hearing on the subject. Sen. Larry E. Craig, an Idaho Re-Publican, had planned to propose that colleges be blocked from discibining students who engage in ofsive speech that is constitutionby protected. Mr. Craig said the knale Labor and Human Resources Committee had agreed to old a hearing on the subject this An amendment from Sen. Frank

Reauthorization of the Higher Education Act

Status of House bill: Approved by committee Status of Senate bill: Approved by Senate

Present law: Needlest students are limited to | House: Needlest students would receive the maximum grant or 60 per cent of their expenses, whichever is less. Part-time students are eligible for grants, but have been denied funds in appropriations legislation Maximum authorized grant is \$3,100. 1991-92 maximum award is \$2,400. Total recipi-

determined by student's need. Maximum loan

Is \$2,625 a year for freshmen and sopho-

mores, \$4,000 for other undergraduates, and

\$7,500 for graduate students. Loans are

ernment. Interest rate is 8 per cent and in-

creases to 10 per cent in fifth year of repay-

ment. Government pays interest while student

is in college. Supplemental Loans for Stu-

dents are available to graduate students and

interest rate of up to 12 per cent. Government

financially independent undergraduates at an

\$2,750 for living expenses plus one-quarter of tultion up to \$1,750 in 1994-95. Maximum grant would increase annually with Inflation. Pell Grant recipients in top tenth of highschool classes or top fifth of college classes would receive \$500 Congressional Achievement Scholarships. Part-time students would be eligible. Program would be an "entitlement," so full financing would be mandatory. Total recipients in first year: 5 million.

Present law: Size of Stafford Student Loan is | House: Stafford loans would be totally phased | Senate: Size of Stafford Loan would be deter-

out by 1996-97 in favor of Direct Loans. Staf-

ford loan limits would remain constant. Direct

Loan limits would be \$6,500 a year for fresh-

men and sophomores, \$8,000 for other un-

dents, interest rate would be 8 per cent. All

students would qualify for Direct Loans, but

government would pay in-college interest only

for families earning less than \$80,000. Gov-

ernment would make loans through colleges

made through banks and subsidized by gov- | dergraduates, and \$13,000 for graduate stu-

| Senate: Needlest students would receive \$2,300 for living expenses plus one-quarter of tultion up to \$1,300 in 1993-94. Maximum grant would grow each year to reach \$4,800 in 1999-2000. Total recipients in first year: 4.2

mined by student's need. Loan limits would be

\$3,000 a year for freshmen, \$3,500 for soph-

omores, \$5,500 for other undergraduates.

and \$9,000 for graduate students. Interest

rate would be 3.1 per cent above the 91-day

Treasury bill rate up to a maximum of 9 per

cent, and increase to as much as 11 per cent

in fifth year of repayment. Government would

pay interest while student is in college. Sup-

plemental Loans for Undergraduate Students

would be made available to all students, re-

gardless of income, at an interest rate of up to

11 per cent.

# Four Senators Introduce a Bill to Test Direct Federal Loans at 300 Colleges

Senators who support direct federal loans for students introduced a bill last week to test the idea at up to 300 colleges and trade schools. beginning in the 1994-95 academic

The decision by Senators Bill Bradley, Dave Durenberger, and Paul Simon to develop a pilot project came after they opted to pass up a divisive floor fight over the issue during debate on the reauthorization of the Higher Education Act. The lawmakers said they would attach their plan to tax legislation that was expected to be developed in the Senate Finance Committee this week.

Their strategy is to link the direct-loan proposal with several tax measures to construct a package that would be promoted as beneficial for middle-income families. Direct loans, unlike need-based Stafford Student Loans, would be available to middle- and upper-in-

come students. "I believe the people of this country need another good way to help pay for education," Senator Bradley, a New Jersey Democrat, told the Senate Labor and Human Resources Committee at a hearing last week.

#### Confusion in Congress

The plan offered by the three Senators and Sen. Edward M. Kennedy, a Massachusetts Democrat and chairman of the committee, drew mixed reactions from Senators and college officials at the hearing. Some praised the idea of Stafford loans and 3.3 points below needy students, who would have to many students would not give bortheir benefits, while others said the

fusion in Congress. The Senators' low-paying careers, since low-instrategy makes it possible that the come borrowers would pay small Senate could approve a pilot program as part of a tax bill before the as 25 years. The Stafford and sup-House of Representatives has votplemental-loan programs have of Massachusetts at Boston who ed on its higher-education bill, fixed 10-year repayment schedules which contains a large direct-loan that do not take a borrower's inprogram that would replace Staf- come level into account. ford loans.

Members of the House approved a tax bill last week that did not contain a direct-loan plan, so they would have to accept such a plan in a conference with the Senate if the gross pay. The percentage would Phyllis K. Hooyman, director of

that they thought Representatives would prefer to deal with the topic when they debate the higher-education bill.

The proposed pilot project is an amalgam of a proposal offered by Mr. Bradley and one made jointly by Mr. Durenberger, a Minnesota Republican, and Mr. Simon, an Illinois Democrat. It would be called "Self-Reliance Loans."

#### \$900-Million by 1997-98

The bill would direct the Education Secretary to select up to 300 participants, representing ull types of postsecondary institutions, to receive a total of \$450-million in federal funds to lend during the 1994-95 academic year. The amount would grow to \$900-million

The bill says that the program could be available to all institutions that year if Congress approved sufficient funds,

Participating institutions could allow undergraduates to borrow as much as \$5,000 a year in Self-Reliance Loans, which they could use to replace or supplement Stafford loans, Supplemental Loans for students could borrow \$15,000 a year under the program.

The Self-Reliance Loans would have an interest rate of 2 percentage points above the rate for oneyear Treasury bills. That would

loans would provide minimal benefit and would lead to confusion fit and would lead to confusion students.

The plan already has caused confusion in Congress. The Senators'

Concern About Concern C

Under the repayment system, recipients of the loans would repay them to the Internal Revenue Service by having their employers deduct 3, 5, or 7 per cent from their he said. House. House aides said last week rowed. Those with the smallest



Students, or Parent Loans for Un- Sen. Bill Bradley: "I believe the people of this country need dergraduate Students. Graduate another good way to help pay for education."

lecting the lowest rate.

that could have led to a defeat or

only a narrow victory. The nides

said Mr. Pell's actions had insured

Congress's appropriations com-

Opponents of the entitlement

ministration, nearly every Republi-

crats. Sen. Orrin G. Hatch, Repub-

mittees.

College officials and student-aid analysts predicted that the pro- But Sen. Claiborne Pell, Demo-

#### Finding What Students Want

Barry Bluestone, a professor of has helped develop a model for income-contingent loans, told the committee that the proposal would give Congress insight into what students want from a loan program. "We'll be able to see who elects which program and why,"

financial aid at Hope College, pre- over grants." dicted that Self-Reliance Loans

debts would have the option of se- would displace the Supplemental Loans for Students as the favorite second loan for needy students.

gram would be attractive to mid- crat of Rhode Island and chairman mean an interest rate of about 6 per dle- and upper-income students of the Senate education subcomcent under current conditions, who are not eligible for Stafford mittee, said having Self-Reliance has been deferred for some times. which is 2 points below the rate for loans. They were less certain about Stafford loans and 3.3 points below the rate for loans. They were less certain about Loans function as a second loan for this campus." she added. choose between the in-college in-The plan also includes an interest payments that the governafter graduation. They still would

Several Senators said they objected to making the proposed program an "entitlement." Such a tories were required under the lar and junior colleges." designation means that Congress to have co-signers to receive louis would be required to provide the funds specified in the bill.

Senator Pell said such status vions, which have not been put into ould be inappropriate size. would be inappropriate, since the Sense which nave not seems, which have not seem such status. Senate was unwilling to make Pell accessible to many needy adults Grants an entitlement. "To do something for well-off families at tached to the reauthorization the expense of needy and deservillation for familiar familiary and deservillation for familiary and deservillation for familiary and familiary ing families would be, to my mind.

a mistake " Land be, to my mind. a mistake," he said. "It is even about incidents of sexual is. worse if we do so by favoring loans saults and hazing on college can

-THOMAS J. DILOUGHRY

does not pay in-college interest. CAMPUS BASED PROGRAMS

QUARANTEED STUDENT LOANS

Present law: Federal government pays 85 per | House: Federal government's share for Supcont of Supplemental Educational Opportunity Grants, 70 per cent of College Work-Study. and 90 per cent of Perkins Student Loans. Colleges contribute remainder of the funds. Maximum supplemental grant is \$4,000. Perkins loans are administered by colleges and carry on interest rate of 5 per cent. Students may borrow a total of \$4,500 by end of their second year, \$9,000 over four years and a total of \$18,000 for undergraduate and graduate edu-

plemental Educational Opportunity Grants and Perkins Student Loans would decline to 75 per cent. Perkins Ilmits would be \$6,000 by the end of a student's second year, \$15,000 by the end of the fourth year, and \$25,000 by the completion of graduate degree. Institutions with default rates below 7.5 per cent on Perkins loans could decrease federal share to 50 per cent and increase loan limits to \$8,000; \$16,000; and \$32,000. Perkins loans would be eliminated in 1996-97 and colleges could transfer loan funds to supplemental grants.

and trade schools.

Senate: Federal government's share for Supplemental Education Opportunity Grants, Colege Work-Study, and Perkins loans would be 75 per cent. First-year graduate students would be eligible for supplemental grants. Education Secretary could give 10-per-cent bonus in work-study and Supplemental Education Opportunity Grants to institutions that graduate more than half of their Pell Grant recipients. Perkins-loan limits would be \$15,000 by completion of undergraduate degree and \$40,000 by completion of graduate

#### NEEDS ANALYSIS

Present law: Foderal government contracts with five companies to publish, distribute, and process aid applications. Two of the contractors charge a fee to students. Every student must complete an application each year. Simplified form is available for families earning less than \$15,000 a year. Federal ald-eligibility formulas include equity in home, farm, or business as assets against which families are expected to borrow to pay for college expenses. Student is required to contribute 70 per cent of income for college costs.

gle free application. Students would re-apply each year by updating information from the previous year. Single aid-eligibility formula would exclude from calculations the equity a family owns in its home, farm, or business. Student would be required to contribute half of after-tax income for college costs.

House: Federal government would provide sin-

Senate: Current application system would be maintained. Simplified form would be made available to families earning up to \$50,000 a year. Education Secretary would be instructed to develop aimplified re-application process. Single aid-eligibility formula would exclude home and farm equity for families earning less than \$50,000. Student would be allowed to keep \$3,500 of Income and be required to contribute half of remaining amount in first year and three-quarters in other years for college costs.

#### GRADUATE FELLOWSHIPS

separate fellowships for minority students and for students studying teaching, humanities, science, or public service. In most cases,

Present law: Education Department maintains | House: Education Department would maintain current programs and add "Faculty Development Fellowships" for minority graduate students who are interested in becoming profesmaximum annual stipend for a student is sors. Participants would have to teach two years for every year of assistance received.

Senate: Education Department would maintain current programs and add the "Dennis Chavez Fellowship Program" for minority graduate students who are interested in becoming professors. Participants would have to teach two years for each year of assistance.

#### EARLY INTERVENTION

Present laws Efforts to educate needy highschool students about higher education are included as part of the Trio programs. Students receive no extra aid for participating in

Liberty Scholarship and Partnership Programs would provide states with matching funds to finance early-intervention programs and to give scholarships to participants. Presidential final two years in high school. Funds would be \$1,000 a year. Funds would be provided for provided for publicizing student-aid programs. | publicizing student-aid programs.

House: Trio programs would be maintained. | Senate: Trio programs would be maintained. The State Student Incentive Grant program would be amended to provide states with matching funds to finance early-intervention programs and to give scholarships to particiis would increase Pell Grants by pants. Pell Grant recipients who participate in 25 per cent for those who participate in early- an early-intervention program and demon-Intervention programs for three years and strate "seademic achievement" would receive have grade-point average of at least 2.5 for scholarships for four years that are worth

#### TITLE III

Present law: Provides funds to help "developing institutions" improve academic programs and support services and build their endowments. The program includes "set-asides" for historically black and two-year colleges. Provides aid to five historically black graduate schools.

House: The "set-aside" for two-year colleges would be eliminated. Colleges would be allowed to use funds for creating or improving development offices or teacher-education programs, or creating early-intervention programs. Five more historically black graduate chools would be made eligible.

Senate: The "set-aside" for two-year colleges would be eliminated. Institutions would be allowed to use funds for telecommunications services and to establish or improve a develcoment office or teacher-education program. Six more historically black graduate schools would be made eligible for assistance. A program would be set up to provide assistance to colleges where Hispanics account for at least one-quarter of undergraduates.

## Physicists' Influence on Science Policy , Seen Waning With End of Cold War

tivity. Physics, Mr. Bloembergen adds, had and still has an important role in making the dreams of bio-

technology come true.

Others say physics gained its early prominence partly because it matured more quickly than other sciences. Now the biological sciences, helped by significant contributions from physicists themselves, are making the kind of fundamental discoveries with a range true of physics earlier.

What is different, some say, is the remarkable speed with which biological discoveries are being transformed into new products and new ways of making old products.

Even some physicists agree largely with the contention that physicists will be less dominant in American science policy than they have been, and that spending on the biological sciences—by government and business-will grow at a faster rate in the future than spending on the physical sciences.

"What is inevitable." says Mr. Bloembergen, "is that the total expenditures on physics will be cut

Philip W. Anderson, professor of physics at Princeton University, adds that the government focused too much on particle physics in the plains the influence that physicists tably in biotechnology, now

nection to the military. Particle physicists historically claimed a large share of government advisory posts, Mr. Anderson adds. Ironically, particle physics actually has contributed little to weapons research since the 1960's, he main-

The end of the cold war, he adds, is "the end of the age of the highenergy physicists and the particle physicists and the bomb physicists." But the majority of physicists, he points out, are in other fields, such as materials research.

Scientists say there is no evidence yet of a significant decline in the influence of physicists in science and technology policy. Both the director of the National Science Foundation and the President's chief adviser for science and of his imminent departure were technology policy, for example,

More Top Posts

Some scientists say that biological scientists are likely to claim an increasing number of the top scientific posts in government. Rita R. Colwell, president of the Maryland Biotechnology Institute at the University of Maryland, says many of into physics in the 1930's and past, because of its perceived con-

## WASHINGTON ALMANAC

#### In Federal Agencies

Education regulations. The Department of on any departmental regulations though to impede economic growth, to be outdate ed, or to impose unnecessary costs or burdens. Comments must be received by March 23 (Federal Register, Pages 6,205-

Museum grants. The Institute of Museum grants from one year to two years and set limitations on their maximum size. Comments must be received by April 10 (Federal Register, February 21, Pages 6,208-

#### New Bills in Congress

Copies of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510).

#### HOUSE OF REPRESENTATIVES

Appropriations. HR4315 would resein money that was appropriated for Con-gressional cormarks for fiscal 1992, but has not yet been spent, and use the mon-ey to pay off federal debt. By Representative Fawell (R-III.) and 26 others.

olentist immigration. HR 4292 would pro-vide 50,000 visas for nuclear-weapons scientists from the former Soviet Union who possess abilities useful to American enterprises. By Representative Leach (R-

udent loans. HR 4277 would undo a requirement instituted last year that stu-dents older than 21 undergo credit checks before receiving federal loans. By Repre-

sentative Ford (D-Mich.).

Taxes. IIR 4446 would, in part, allow citizens below certain income levels to make penalty-free withdrawals from Individual Indiana. vidual Retirement Accounts to pay fo higher-education costs. By Representa tive Brown (D.-Cal.).

Taxes. HR 4302 would ease federal restrictions on education loans from pension plans when the money is used to pay for hisher education. By Representative Guarini (D-N.J.).

#### SENATE

Private higher education, a 2242 would esstudy consequences of rising costs and other issues related to private colleges and universities. By Senator Mitchell (D-

Student loans, s 2255 would amend the

Higher Education Act to establish a direct federal loan system that would allow for income-continuent repayment through the tax system. By Senator Ken-

nedy (D-Moss.) and five others.
/eterane' benefite, a 2231 would establish a new educational-assistance program
that would extend to veterans of the Persian Gulf war education benefits comparable to those received by veterans of earlier wars. By Senator DeConcint (DArts)

#### federal research agencies. Congressional Hearings Sharing Influence

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near the

HOUSE OF REPRESENTATIVES

Computer networks. March 12. Hearing on the National Science Foundation's man-agement of the National Research and Education Network. Contact: House Sci-ence. Space, and Technology Subcom-mittee on Science; (202) 225-1060. Education research. March 5. Oversight hearing on the Office of Education hearing on the Office of Education Re-

search and Improvement. Contact House Education and Labor Subcommittee on Solect Education; (202) 226-7532.

Science budgets. March 19. Hearing proposed budgets for the National Sci-eace Foundation and the Office of Sci-eace and Technology Policy. Contact: Senate Appropriations Subcommittee on Veterans' Affairs, Housing and Urban

Dovelopment, and Independent Agen-cies; (202) 224-7231 cies; (202) 224-7231.

Space budget. March 17. Hearing on the proposed budget for the National Aeronautics and Space Administration. Contact: Senate Commerce, Science, and Transportation Subcommittee on Science. Technology, and Space; (202) 224-9360.

9360.

8 pace budget, April 9. Hearing on the proposed budget for the National Aeronautics and Space Administration. Contact: Senate Appropriations Subcommittee on Veterans' Affairs, Housing and Urban Development, and independent Agencies; (202) 224-7231.

ment and the wealth of new prod-Space receased. March 19. Hearing to examine the National Aeronautics and Space Administration's space-station project. ucts and methods rapidly emerging from laboratories and industry, project. Confact: Senate Commerce, Science, and Transportation Subcommittee on Science. Technology, and Space; (202) 224-9360. to admit that it's becoming the age of the biologists."

In the 1970's and 1980's, Ms. Colwell adds, many of "the best and brightest" chose the biological sciences instead, inspired by the scientific revolution of molecular biology. As they grow older, she says, they will naturally take their places at the head of the table when scientific counsel is sought.

It would be "very logical and appropriate, and a natural evolution' that the next chief adviser to the President for science and technology be a life scientist, she adds. (A recent rumor in Washington has it that the President's current adviser, D. Allan Bromley, who is a physicist, will resign soon and that Bernadine P. Healy, director of the National Institutes of Health, will replace him. At a recent press conference, Mr. Bromley said reports "remarkably premature.")

Others add that experts in materials science, computer science, and engineering are all likely to become more important as the federal government shifts its emphasis from weapons development to new technologies that have lucrative commercial potential.

Both Mr. Bromley and Walter E. Massey, the director of the Nationthe most talented researchers went at Science Foundation, have indicated that they believe that devel-1940's—a circumstance that ex- opments in biological research, nowarrant special attention.

Scientists—physicists and non-

physicists alike—say that physics

is not disappearing by any means.

At the NSF, the office for the math-

ematical and physical sciences has

the largest budget by far. The bio-

technology effort involves a mod-

est increase in spending, across all

Robert J. Cousins, president of

the Federation of American Socie-

ties for Experimental Biology, says

he sees physics sharing its influ-

"That's healthy," adds Mr.

Cousins, a professor of nutrition

and biochemistry at the University

of Florida. "It's not good to have

any one field dominate science.

and I think most physicists would

In terms of the importance of

physics as a science, Mr. Bromley

declares: "The age of the physi-

cists will never be dead. But it will

not be as dominant as it has been,"

play in the current biological revo-

lution. But in terms of the excite-

"I'm afraid that we physicists have

Physics, he adds, has a role to

agree with that,"

ence with other disciplines.

agencies, of about 7 per cent.

Mr. Massey created a separate office for the biological sciences last fall. At a press briefing, he said t was "certainly possible" his agency would give larger increases in the future to those sciences than to the physical sciences. Last month Mr. Bromley pointed to the dramatic advances being made in the biological sciences as the reason for a new Presidential initiative

#### o promote biotechnology across

The Senate amendment says that colleges may "voluntarily ngree" with other institutions to ice, and Mr. Durkee said fi award aid "only on the basis of universities wanted the opin demonstrated financial need for of working with other aid consuch assistance, provided that panies.

## Senate Bill Would Permit by Learn to Agree to Offer Only Need-Based And By SCOTT JASCHIK

The Senate has amended the Higher Education Act to allow Ivy League universities to return to their policy of pledging, as a group, to base student aid

solely on financial need. The amendment does not affect a consent decree that prohibits the institutions from getting together to decide how much aid to award

In May the eight byy institutions signed a consent decree with the Justice Department in which they agreed to stop consultations on the aid to be awarded to students admitted to more than one institution. The universities also said they would end their agreement to offer aid based only on need. The colleges were permitted to keep their aid policies, as individual institutions.

The consent decree came out of an investigation into allegations of antitrust violations by the Ivy League institutions and other members of the Overlap Group, which consists of 23 prestigious private colleges that, until the consent decree was signed, met annually to compare aid awards.

At the same time the Justice low suit, Mr. Durkee said half Department signed the consent decree with the Lvy institutions. Lvy League institutions we it sued the Massachusetts Institute of Technology, another Overlap member, for antitrust violations. The department has yet to take any formal action against the other 14 members of the Overlap Group.

#### MIT Will Fight

each institution of higher education WASHINGTON tion shall apply its own standard of need which was adopted laterally and not in concerns

any other institution." The consent decree were last year said that it would to apply to any conduct that Co. gress decided subsequently;

Ivy Lengue officials said les week that they had asked mee bers of the House of Represent atives to support a similar pos sion. While the officials of they did not expect an amend ment to be added to the How bill, they are confident that he compromise version of thele islation will include the Sena provision.

#### Back to Need-Based Aid

Robert K. Durkee, vice-on ident for public affairs at Pin ton University, said the Seed amendment would "re-affir the importance of need-base

After the consent decrees signed, some student-aid League universities wor move away from offering or need-based aid, encoung many other institutions to i the provision became law, b probably issue a joint statem promising to keep need-ba

The amendment says that institutions of higher educate can consult with companies develop and process student applications. The consent of erce gave the lvy League into tutions the right to work wi the College Scholarship St

## REQUESTS FOR PROPOSALS

#### **RFP 2447** REQUEST FOR PROPOSALS Retirement and Tax-Deferred Variable **Annuity Certificates**

The Rhode Island Department of Administration/Office of Purchases, on of the Rhode Island Board of Guvernors for Fligher Education is soliciting proposals from qualified firms to offer investment vehicles and administral services to employees of the board, under its defined contribution reliemed

This is a request for proposals, not a request for bid: responses will be evaluated on the basis of the relative merits of the proposal, in addition to price; therefore the proposal, in addition to price; therefore the proposal, in addition to price; therefore the proposal in addition to price; the proposal in addition to price; therefore the proposal in addition to price; therefore the proposal in addition to price; therefore the proposal in addition to price; the proposal in the proposal in addition to price; the proposal in the propo be no public opening or reading of responses received by the office of purble pursuant to this request.

Offerors must provide documentation describing their qualifications to provide the services required, including staff vitae, and a listing of similar contract clients undertaken within the previous twenty four (24) months. interested firms or individuals may submit proposals to provide the series Covered by this request on or before April 3, 1992 at 4:00 p.m. Proposals reals

after this time and date will not be considered. Proposals (an original plus 20 copies) should be mailed or hand-delivered in sealed arrangement of the copies of t sealed envelope marked:

"RPP: Retirement and Tax-Deferred Variable Annuity Certificates", and the request number to: Department of Administration, Office of Purchases, O Capitol Hill, Providence, RI 02908. Attention: Mr. John R. Young, Administration Purchasing Systems.

A copy of the request may be obtained by calling in person (only) at the office purchases during normal business hours, citing the RFP number shoot

Stanford University has been given more time to prepare its challenge to a \$98-million bequest to the Christian Science

Stanford stands to gain at least \$10-million as a result of a dispute over a book about the founder of the church. The author's widow and her sister left their combined estates to the church provided

certain conditions are met. One endowment of \$20-million will go to the church if the book is published as its authorized iterature and displayed in Christian Science reading rooms. If the onditions are not met by 1993, the money is to be divided between Stanford and the Los Angeles

The trustees of the women's estates filed a petition in December seeking permission to pay the money to the church. But a Superior Court Judge last week granted a request by Stanford and the museum for a delay. Another hearing has been scheduled for May.

After several months of controversy, Hartwick College his decided to change its

Some professors and students urged the college to revise the seal, saying it was both historically inaccurate and demeaning to American Indians (The Chromole, January 8). It depicts the founder of Hartwick Seminary resting one band on the shoulder of an Indian

while handing him a book. The college's board of trustees last month decided to revert to the original seal of the seminarry, which dosed in 1948. The seminary seal has to Indian figures and depicts the Sower from biblicul parables, which has both Old and New Testament roots. The college is still considering whether to replace its sports mascol, an Indian warrior.

Colleges that want formation about tobacco companies can now get help n the Investor Responsibility Research Center.

In response to investor interest in thical and health issues surrounding obacco production, the center has prepared a set of profiles of 24 publicly owned tobacco companies round the world. The center's Tobacco Company

Profile Set provides data abeni opanies and the nature of their involvement in the tobacco industry. including information about revenues. The profiles may help institutional investors develop policies about tobacco investments. which have been controversial at some colleges.

The center is a non-profit organization that conducts research on issues affecting institutional islors. The Tobacco Company Profile Set costs \$400. For more Responsibility Research Center, Sale 600, 1755 Massachusetts Avenue, Washington 20036.

# **Business & Philanthropy**

# As Economy Hits Annual Funds, Colleges Step Up Efforts and Change Their Appeals

Small gifts down, big gifts steady, many report

By JULIE L. NICKLIN Russell P. Geiger looked forward to his meeting with a business executive who was considering a major gift to Ohio Weslevan University's annual fund. But when Mr. Geiger, the university's director of development, called the man's company to confirm the appointment, he learned that the individual had been laid off from his

As the recession continues to take its toll, such stories are increasingly common. At colleges and universities across the country, annual funds are experiencing rocky times. The \$25 and \$100 checks sent in each year by alumni, parents, and friends have provided an important source of unrestricted money for colleges. Unlike gifts to an endowment, money given to an annual fund is channeled directly into the current budget and spent on various college needs.

#### Goals May Not Be Met

But some fund raisers say they cannot count on the increases in their annual funds this year that they have experienced in the past. Many colleges have noticed significant drops in small gifts-the \$50, \$100, or \$500 donations that are paid directly out of a donor's income. In that range, donors are not giving as much-if they're giving at all-because they fear for their jobs and want to hold on to their money, officials say. The slowdown can have a ripple effect if a gift was to have been matched by a donor's employer.

As a result, many fund raisers are stepping up their efforts and changing their appeals. Some worry whether they will meet the goals they have set for this fiscal year. If not, colleges will have to find the money

somewhere else-or do without. "If it's in the budget to raise \$1-million next year to balance the budget, and you drop \$200,000, that hurts," says David M. Thompson, a partner in Thompson and Pendel Associates, a consulting firm in Arlington, Va. "You have to tighten the belt a proportionate amount to what's been

#### Worrisome Signs

Fund raisers caution that their observations about giving this year are not conclusive because, in many cases, they haven't solicited the same donors or held the same fund-raising events as at this point last year. Yet, they are concerned about several emerging patterns. Among the worri-SOME SIRBS:

Princeton University fell \$800,000 short of its \$19.5-million goal in 1991 and blames the recession. This year, Princeton is ahead of what it had brought in at this time fast year. But officials say the next few months are the "real test" of whether Princeton can meet its \$20-million goal.

Rollins College reports that giving by parents has fallen 20 per cent this year.

Brown University's Samuel F. Babbitt, with vice-president for development Ann W. Caldwell: "People have a real sense of economic malaise."

Officials attribute the drop to the large proportion of parents who live in the Northeast, an area hit hard by the recession.

■ Brown University officials, having failed to meet annual-fund goals in each of the past two years, are discouraged again. Donations to the fund in fiscal 1992 have barely increased over the total raised by this time in fiscal 1991.

■ Fund raisers at Ohio Wesleyan University are concerned about an apparent slowdown in this year's annual giving. At the end of December. Ohio Wesleyan nac raised 6 per cent more than it had by that time in fiscal 1991. But by the end of January, the annual fund was only 2 per cent

While many colleges report a decline in

'You look at annual giving as an important source of unrestricted funds. And If you don't get it, you have to shift the burden to somewhere else in the budget."

small gifts, fund raisers say they are still receiving gifts at the \$5,000 and \$10,000 levels. Those gifts, which often come from earnings on investments, have continued because the stock market has remained relatively strong, fund raisers speculate.

#### Momentum From Capital Campaigns Annual funds seem to be faring better at

colleges and universities that are in the midst of capital campaigns that include annual-fund goals. The campaigns, officials cannot create on their own.

For that reason, Brown University officials look forward to announcing a fiveyear, \$450-million campaign this spring. The university hopes to raise \$55-million of that amount through annual giving.

Brown officials have been concerned about the decline in the annual fund over the past two years. In 1990 Brown raised \$9.3-million toward a \$10.5-million goal. In 1991, with the same goal, it raised only \$9.1-million. A mere 1-per-cent increase in annual giving so far this year seems to indicate that growth will remain flat.

"It's absolutely clear it's the economy," Continued on Following Page WAYNE AND GLADYS WILEY FOUNDATION 4000 Executive Parkway Sonn Romon, Cal. 94583

Marino science. For the Marine Me-mail Research Program: Slower, to Oregon State U.

For expansion of the student or \$250,000 to Spring Hill College

Arkansas College, For the promise under graduate travel and side \$101,850 from an anonymous dec

A Storage of the control of the cont

Drew University, For programs into ater arts: \$200,000 from Herry of Dalys Oxnum Jaccher.

Kansas State University. To expend concevate the library: \$2-million

11. 1). and Juye Vonier Hele.
Lincoln Memorial University. For the center for health sciences: \$1000 from the Lamily of William School.

Muhlenberg College. For program the performing arts: SI-milion fo

Dorothy and Device Baker. North Carolina State University.

Capital campaign: \$11-million Rect C. Ivey, II.

forthwestern University, For polysouships: \$10-million from Char

Decrine McConnick. Ottorboln College, for a general

pose academic building: \$2-mile from Fdwin I, and Mary Loc

niversity of California at Berkeley.

the school of law's building \$500,000 from G. William Mile

For student learns \$1-million for Jell and Constance Shib. University of Northern Coloreds is attifeties programs and the colored business administration: \$1-miles

trong Richard L. and Chris Most

Gifts & Bequests

## As Economy Hits Annual Funds, Colleges Step Up Efforts and Change Appeals

Continued From Preceding Page says Samuel F. Babbitt, Brown's senior vice-president for the campaign. "People have a real sense of economic malaise." In fiscal 1992, Brown is counting on its annual fund to make up about 4.6 per cent of its \$180-million education and general budget. The goal for the fund is \$8.4-million, less than in the previous year because a challenge grant for the fund has ended.

The lackluster annual giving since 1990 has not left Brown's budget unbalanced, but it has forced officials to pull money from other sources—by reducing expenditures, increasing tuition, and using gifts to the endowment.

You look at annual giving as an important source of unrestricted funds," says Donald J. Reaves, Brown's vice-president for finance. "And if you don't get it, you have to shift the burden to somewhere else in the budget."

#### Increases at Some Colleges

At some institutions, however, annual giving is showing in- last month. creases-though not at the rates at which it has grown in the past. Officials wonder how long the growth raised \$139,525-more than half of will continue, given the changes in donors' giving patterns.

At Denison University, cash gifts under \$100 to the annual fund are down 18 per cent from 1991. Gifts in the \$100 to \$1,000 range have dropped about 2 per cent. On says Judith K. Riggs, Illinois

\$5.000 and more have increased more than 15 per cent this year.

"The stock market has been strong, and many of our top donors have been strong," says Jonathan E. Bridge, director of Denison's

#### Aid From a Telephone System

Denison officials say the univerkeeping the annual fund virtually on track—overall—for 1992.

"We will be relatively unaffected by the recession," says Mr. Bridge. "The money will increase, but the participation is down."

The times are not gloomy for all. Some institutions are seeing the number of donors or the amount raised, or both, increase significantly. Illinois State University, for example, has increased the average 1992 alumni gift to more than \$55, up from \$28 in 1991. Officials attribute the success to a computerized telephone system installed

what was collected in all of last year's annual fund drive. Based on those results, officials expect to raise \$500,000 by July.

"People are supporting this institution despite the recession," the other hand, gifts to Denison of State's associate vice-president for

institutional advancement and director of development. "What we're doing with the phone is mak-

But many fund raisers lament that it's simply not easy to ask for donations in these times.

"It's harder to talk to people because they are uncertain of their future," says Mr. Geiger, Ohio Wesleyan's director of development. "They're not in a donationmaking mood.'

To keep the number of donors and the level of gifts up, fund raissity's five-year, \$60-million cam- ers are working harder. Many have paign also puts more strength in increased the number of direct their appeals. Those factors are mailings and organized more phonathons. Some are trying to make giving easier by accepting credit cards and by working with donors to have the gifts automatically withdrawn from bank accounts.

The most frequently used tactic, however, is a more-aggressive personal appeal. Fund raisers are spending more time visiting donors capable of making big gifts, hoping to make up for lost smaller ones.

At many places, the stepped-up fund-raising efforts are getting results. Brown officials say that more-aggressive appeals explain why 14,550 people so far have made donations to this year's an-In the first three weeks of the nual fund, compared with 13,182 at system's operation, the university this time last year-an increase of about 10 per cent. Yet the actual amount of money Brown has raised has grown by only I per cent.

"Participation is probably going up because we are working harder to get it," says Mr. Babbitt, "But we're just not seeing a sense among donors that they're out of the

## PRIVATE SUPPORT

AMERITECH FOUNDATION 30 South Wacker Drive

Public policy. For a professorship in public-policy studies: M.S million in U. of Chicago.

**BOOTH FERRIS FOUNDATION** New York 10004

Ubraries. For the on-line \$100,000 to Columbia U.

HAROLD K. L. CASTLE FOUNDATION Honolulu 96813

Facilities. For expansion of classroom space: \$500,000 to Hawaii Pacific U SAMUEL N. & MARY CASTLE FOUNDATION
222 Merchant Street

olulu 96813 Support. For expenses of a presidential search and for expansion of the li-brary: \$115,000 to Hawaii Pacific U.

WILLIAM H. DONNER FOUNDATION 500 Fifth Avenue New York 10110

ditation, For the National Acade my for Advancement of Liberal Arts \$100,000 over two years to National Association of Scholars.

WILLIAM AND FLORA HEWLETT FOUNDATION 525 Middlefield Road Mento Park, Cal. 94025

nformation, but support of programs \$750,000 to Research Labraries Group RESEARCH CORPORATION Tucson, Ariz. 85710-2815

Resourch, but research in the physics, and astronomy: \$286,944 dr vided among Q myestigators from colleges and universities EDWARD G. SCHLIEDER

431 Gravier Street New Orleans 70130 Modicino, For cancer research and edu-

Administrators at Fort Lewis College have reached an agreement with members of the institution's political-science club that will allow a leader of the Ku Klux Klan to speak this month at a campus forum on

racism.

The club filed suit along with the American Civil Liberties Union after the college president, Juel M. Jones, told the club it could not invite Shawn Slater to speak on the campus. Mr. Slater is a leader of the Colorado chapter of the KKK.

Mr. Jones said the college could not afford to provide security that would be necessary to prevent any violence that might break out as a result of Mr. Slater's talk. But the political-science club said the issue was a matter of free speech.

Under the agreement, the club will pay up to \$4,000 of the \$25,000 the university estimates it will cost for local police officers to patrol the

Some faculty members at the University of Wisconsin want their institution to adopt a new version of the hate-speech code that a federal judge struck down

The university's Board of Regents is scheduled to review the new code this week. Written by fed Fiaman, a kw professor at Visconsin's Madison compus, it is narrower than the first code. The new rules say a student can be punished for uttering racist. sexist, or age-related epithets gainst another person. The code defines an epithet as a word, firase, or symbol that "would make the educational environment oslile or threatening" and "tend to xovoke an immediate vrolent

The original code, which the ederal judge ruled was overly broad, onned a variety of other discriminatory statements" and did not include the provision about rovoking a violent response. effrey Kassel, the Madison awyer who represented students the challenged the original speech ode, says the new rule is "definitely rower, but maybe not narrow nough" to pass judicial muster

Students and faculty members

Lehigh University performed

al week in a talent show called "Lehigh Night at the Apollo" as conclusion to the astitution's celebration of Black distory Month. The Apollo Theater in New York is prominent in black history because many leading black entertainers made their first public performances there. The Lehigh event was modeled on performances at the Apollo from the 1960's and 1970's, when the theater was in its heyday Students and faculty and staff members sang gospel and folk songs and performed stand-up cornedy outnes during the talent show. Mich was held at the Stuge Door, a an the campus.

# **Students**

# Students Fight Administrators and Each Other for Editorial Control of Campus Newspapers

Controversial articles have led to dismissals of editors and protests by angry readers

#### By SUSAN DODGE

Student journalists are fighting battles on two fronts: one against administrators who want greater editorial control of student newspapers, and another against students and professors who are trying to stop them from publishing controversial advertisements, cartoons, and articles.

Friction between student journalists and administrators has existed for years on many campuses. In recent months, however, many arguments over content have es-

On some campuses, college administrators have fired student editors who they

say failed to work with faculty advisers. In turn, some student editors and reporters have responded to the increased pressure from administrators by resigning from their campus newspapers and starting alternative publications.

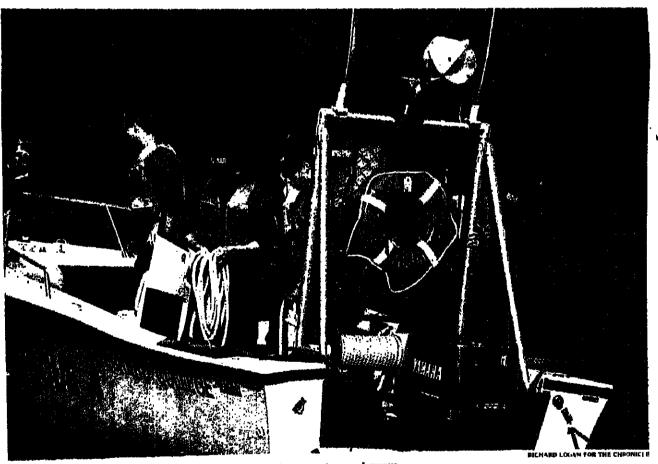
#### More Requests for Legal Advice

The Student Press Law Center, which monitors legal cases involving newspapers at colleges and high schools, has received an increasing number of requests for legal advice regarding censorship. Last fall the center got about 1,300 such requestsmore than in any other period in the last decade. About 60 per cent were from college journalists.

The problems between student editors and administrators arise in part because most student newspapers receive some kind of financial support from their institutions. At least 10 per cent of the budget of many newspapers is made up of studentfee money collected by the student government. The newspapers must apply for the money each year. Colleges often offer the publications rent-free space and equipment, such as computers and cameras.

The financial link leads some adminis-Continued on Following Page

## Student Volunteers Patrol for Boaters in Distress as Part of Work on Eckerd College's Rescue Team



To join Eckerd College's Search and Rescue Team, students must pass rigorous written and physical-skills tests. Above, volunteers aboard Sea Rescue Four.

#### By MICHELE N-K COLLISON ST. PETERSBURG, FLA.

Sea Rescue Four had finished three hours of drills and was heading home for the night when a call came in from the Coast Guard: A sailboat caught in a torrential downpour had put out an sos. Twelve-foot waves were tossing the bout around like a toy. In a matter of minutes, the sailboat was taking on wa-

Out of the squall came Eckerd College's Search and Rescue Team in a 21foot Make powerboat. The student rescuers immediately went to work pump-

ing water out of the small craft. "You don't have time to panic," says Steve Brundage, a junior and a coxswain. "It has to be done and it has to be done right now."

#### 'This Is Action'

Rescues are all in a day's work for the 38 student volunteers who make up the Eckerd College team. Dressed in snappy blue uniforms, the 23 men and 15 women patrol Tampa Bay and Boca Ciega Bay on the lookout for missing boaters or boaters in distress. While typically most of their resours involve

towing stailed boats, the students also right overturned craft, perform paramedic duties, fight blazes, and dive for drowned swimmers.

The students, who must pass rigorous written and physical-skills tests, get no salary or university credit for their services. "The hook is the search and rescue," says Bill Covert, director of Eckerd's waterfront program, "This is action, and at 18 it's a wonderful experience to be out on a boat and rescuing people.

Some come to the program with con-Continued on Page A37

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# Friction Grows Over Editorial Control of Student Newspapers

Continued From Preceding Page trators to believe they should have some control over the newspapers, but students frequently respond that they should be able to operate the newspapers as they see fit, regardless of where the money comes from.

- Says Tom Rolnicki, executive director of the Associated Collegiate Press, a Minneapolis-based network of college newspapers: "Many student-newspaper editors who think their papers are independent don't realize some of the ways they are dependent on their institutions. Even if they don't receive direct financial support from an institution, they often get rentfree office space and janitorial service, which means they're not totally independent."

#### Bad Publicity

The battles over the editorial content of campus newspapers also come at a time when administrators are fighting bad publicity stemming from cost overruns and rising tuition. At the same time, administrators are struggling to recruit students in a competitive mar-

"They are very sensitive to bad press," says Mark Goodman, executive director of the Student

"Many student-newspaper editors who think their

papers are independent don't realize some of the

ways they are dependent on their institutions."

Press Law Center. "It's harder to recruit large numbers of students these days, so it's more important to administrators to try to control what people know about their cam-

The tension between administrators and student editors is evident at the Ohio State University, where three editors resigned and seven others were fired after members of the journalism faculty issued a policy statement that the student newspaper's faculty adviser had the authority to review articles for libel before publication.

Before they departed, the editors of The Lantern protested the decision by publishing an editorial on the paper's front page.

"We fear that this policy of prior review may trigger a landslide." the students wrote. "Today, a sto-Fry is killed because it is libelous.

#### Going Underground

Some of the students who left The Lantern formed an underground newspaper called The Independent, which operates from an off-campus office and is supported totally by advertising revenue.

Because The Lantern is not incorporated separately from the language in a letter the editors



Louis Maglio of Palm Beach Atlantic College, with fellow edi Kittle Stuart: "We feel freer to write about some issues."

Editors at The Rudder printed

Two student editors were fired

the letter but blacked out the of-

fending words and ran "censored"

after they complained about the in-

cident to a local newspaper report-

er. College administrators have

since discontinued The Rudder and

started a newsletter that is put to-

gether by students and faculty

"The administration is trying to

listen to what students are saying

they want in a newspaper," says

Greg Hodnett, a university spokes-

Rudder didn't reflect what stu-

in block letters over it.

Ohio State must protect itself students from engaging in homoagainst potential libel suits by ap- sexual acts. pointing a faculty adviser who has the authority to review each issue. Mr. Stoner says faculty members must supervise the publication because students often lack the expertise to know when articles are ibelous or factually incorrect.

"We try to choose very responsible students to edit the newspaper; the rub comes when the students don't recognize libel," he

No threat of libel prompted Ohio State faculty members to craft the new policy. They decided to review the faculty adviser's role last fall when a search was under way to hire a new one.

Thomas A. Schwartz, an associate professor of journalism at Ohio State, says the only way students can effectively learn the business of journalism is by running campus newspapers on their own. "The paper is supposed to be a

laboratory of the free press," he says. "It's incompatible to teach in the traditions of journalism and not grant editorial independence." Mr. Schwartz opposed the decision by other faculty members to allow an adviser to read the student newspaper before publication.

#### Concerns Over Libel

Administrators at Palm Beach Atlantic College say they also are concerned about libel. They set up cause it may be libelous. Down the a system last fall in which a faculty road, a story is killed because it adviser read The Rudder before it shows a negative side of the trust- was printed and discussed any objectionable articles with the vicepresident for student development. The vice-president could then bar the student editors from printing libelous or obscene words. The college is affiliated with the Baptist church.

The newspaper-review policy was put to the test when college administrators objected to obscene

Louis Maglio, a junior who was editor of The Rudder, says: "If the administration is so worried about critical thinking or toeing some sort of theological line, they're not going to have a newspaper. They're going to have a public-relations pa-

#### Pressure From Students

Mr. Maglio and other students recently started an alternative newspaper called The Udder. which is put together in students' apartments and is financed by money from advertisers and a few donations.

Student journalists on some campuses say that, in addition to confrontations with administrators, they are facing pressure from other students and faculty mem-

Some college editors say they now must be "politically correct" in deciding what to print in their papers or risk the wrath of student

Students and faculty members held emotional protests on several campuses recently after student newspapers carried advertisements questioning whether the Holocaust had occurred (The Chronicle, November 27, 1991), Some of the newspapers ran the advertisement without comment, while others published it with an article voicing complaints from students and faculty members. Still others refused to print it.

#### Offensive Cartoon

An editor at The Nicholls Worth at Nicholls State University published an apology for running a cartoon that poked fun at three black singers in a rup group that had performed on the campus. Black students had burned about 150 copies man. "Some people think that The of the paper in protest after the cartoon appeared. The students said dents wanted. We expect that there they were offended by the exagger-



university, says Kevin Stoner, an wanted to print. The letter criti- Marty Authament of Nicholla State: "These days you cized a college policy that prohibits ... have to be more sensitive than you usually would be."

ated features of the cartoon fig. and the stereotypes it reinforce

Marty Authement, a junior of the Nicholls Worth, a he has been spending much of time recently talking with bis students who are still upset abo the cartoon. Although Mr. Authement is

he "used poor judgment" in alka ing the cartoon to appear, he say he is concerned that "political" rectness is limiting what journals can do." He adds: "These day you have to be more sensitive! you usually would be. If you live by the strict law of political or rectness, there's not much left.

But Eric Knatt, a junior president of a black fraternity. Nicholls State, says the prosthat he and other black studen waged didn't have anything to with being politically correct." not one to hide behind racisma claim that everything in society racist," he says, "But the cano clearly degraded the black race

ship and development are the pri-The student newspaper at the mary attractions, the sailors say. University of Wisconsin at Mai "It just hit me when I was out nunning a case the other day." says Mr. Brundage. "I'm in charge of a "The paper is supposed \$40,000 boat. It's an awesome

and police officers.

be a laboratory of the fr press. It's incompatible teach in the traditions journalism and not ga editorial independence

son. The Daily Cardinal, can front-page apology after it pi lished a photograph of two b with their hands raised in pr signs. The paper published t photo with only a caption. We the photographer took the pidut he told the boys they could do thing they wanted when h snapped the shot.

About two dozen black studen protested, saying the photo perpt unted stereotypes about blacks endangered the lives of the b boys in the photo, whose no were printed in the caption.

#### Not a Practical Option

Student journalists say they in a quandary over how to ke editorial control over their public tions. A few student editors has attempted to become more isk pendent. Students at Syraci University's campus paper. Daily Orange, recently returned nancial assistance they had b ceived from the student gover ment so the paper could become

But for most student public cal option: The money they from advertising is not enough to keep the papers operating. § dents on these papers usually mu choose between working under the supervision of faculty members of striking out on their own to wor for independent publications.

Mr. Maglio at Palm Beach Atlad tic says he enjoys working for The Udder, the alternative student newspaper. "Things have taken a lighter turn," he says. "We're hav ing fun with it, and we feel freer to write about some issues than did when we felt like there was a censor looking over our should

# Students on Eckerd's Rescue Team Patrol for Boaters in Distress

Continued From Page A.35 siderable boating experience. Some come with none. But all have to undergo the same traininglearning how to tie lines, repair engines, and set anchors.

The team's reputation has

spread across the country, and the

search-and-rescue group has be-

come a recruiting tool for the col-

lege. The opportunities for leader-

Coast Guard Was Wary at First

Mark Verrico, a freshman, de-

cided to join after he saw team

members around the campus. "

saw them carrying around pagers

and when those pagers went off.

they were gone for another impor-

and rescue on the seas. You can

only do so much hanging around

before it gets old. This is much

In the past, the Coast Guard per-

formed many of the search-and

rescue duties on the two bays. But

the agency has been swamped with

other duties and looks to civilian

oufits to help. "The Coast Guard

says Mr. Covert. "They are busy

with immigration and drug inter-

diction. So they use local resources

Before the Coast Guard would

trust Eckerd's team, the students

had to prove they were committed.

"At first the Coast Guard was

wary," says Mr. Covert. "Maybe

we were a bunch of kids who were

just out playing Coast Guard. They

wondered if we were going to be

here today and gone tomorrow like

The most renowned mission,

and the one that earned Eckerd's

team the respect of Tanapa's boat-

ing community, was its participa-

lion in a search-and-rescure effort

rule Sunshine Skyway Bridge collapsed in 1980. Eckerd's team

was one of the first rescue groups

mthe scene. Divers had to recover

the bodies of 22 people from a Greybound bus that had fallen into

Tampa Bay when a freighter hit the

bridge, "It was horrifying to see

bis enormous Greyhound bus

lumed over and know people were

happed inside," says Mr. Covert.

Pictures of the exhausted young

rescuers removing the victims

from their watery grave were fea-

hard in newspapers around the

The team was formed in 1971 to

Paris Eckerd students and faculty

democrawho participated in water

other student clubs."

Help in a 1980 Disaster

to help with their mission."

doesn't rush out and tow people,

more exciting."

amount of responsibility."

ed to expand the program. Students are on call three days a Freshmen learn the ropes from the apperclassmen and the four inweek and two weekends a month. structors who work for the college. In a year, the team typically un-In their sophomore year, students swers 250 calls for assistance. candecide to specialize and train to When they are on duty, the stubecome paramedics, members of dents must wear pagers and be the Eckerd dive team, or boat capwithin five minutes of the campus. tains. Graduates have gone on to They also pledge that they won't become marine scientists. Navy and Coast Guard officers, doctors,

Every August, more than 90 students apply for places on the res-

sports. (The college is located on

Boen Ciega Bay.) While out help-

ing Eckerd's boaters, the students

ran into other bonters who needed

assistance, and Mr. Covert decid-

cue team. About 40 drop out after they hear about the rigorous training. Others cannot pass muster because they flunk the written tests or can't master boating skills.

In addition to their other duties, the students learn to maintain the boats they use, from fixing the engines to cleaning the decks.

#### \$100,000 From Donors

The program uses four rescue boats and three Army surplus boats, which the students sink or lege just built a new center on the bay last fall to house the program. The center includes training facilities and a state-of-the-art commu-

dents and staff members refurbish

Many of the boaters don't realize their rescuers are college students. "Last week we pulled a boat that was stuck on the beach and the men asked who we were," says Steve Taylor, a sophomore. "They tow in training exercises. The col- couldn't believe we were stu-

One of the rescue squads was performing drills on Boca Ciega Bay on a recent day. The uppernication center so rescue teams can classmen constantly quizzed the ling. Although the college provides rescuers must immediately be able have gone overboard yet.

operating money for the center, the to identify bridges, islands, and rescue team must raise its own sandbars.) The entire crew perfunds to purchase and maintain the formed heaving drills, practicing boats. Last year, donors gave the their accuracy in throwing a line to team about \$100,000. Other con- an imaginary victim. The team also tributors donate boats that the stu- ran fire drills, pumping sea water through a fire hose and aiming it at the bottom of an imaginary craft.

One standard lesson involved blindfolding crew members and requiring them to perform their duties. "A lot of boating is feel." Jennifer Necker, a boating instrucgo around the boat. They have to beable to do this when it is dark or when it's raining so hard they can't

Apparently the exercise helps improve students' agility. None of be contacted while they are patrol- freshmen on local geography. (The the blindfolded crew members

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Controversy continues to surround the University of Colorado's football coach, Bill McCartney, whose outspoken views on rape and abortion have put him under siege in the past.

The latest uproar was prompted by the coach's involvement with a group trying to overturn state legislation that protects homosexuals from discrimination in housing and employment.

Last month Mr. McCartney's name appeared on a letterhead for the group, called Family Values. An investigation by university lawyers found that Mr. McCariney had not intentionally violated the university's policy barring employees from using their positions to support personal causes.

Later at a news conference, Mr. McCartney said he would be more careful about where his title was used. But then the coach, who was wearing a sweater bearing the team's name, offered an explanation of his views, calling homosexuality an "abomination.

Mr. McCartney's remarks prompted more than 100 protesters to gather on the campus, calling for his resignation and asking the university to extend protection under its anti-harassment policy to those who are victimized because of their sexual orientation.

University officials say they plan to appoint a panel to examine the campus climate for homosexuals.

Mr. McCartney, who has been Colorado's coach for 10 years and led the team to a national championship in 1990, has come under fire before. A born-again Christian, he has lent his support to anti-abortion groups and was forced by the American Civil Liberties Union to end a requirement that his football players join in prayers before games. He has also been criticized for questioning date-rape charges against two football players, saying physical abuse always accompanies

Ginny Doyle, a player for the University of Richmond's women's basketball team, and Billy Packer, a television basketball analyst, have settled the score between them.

Early this year Ms. Doyle set a National Collegiate Athletic Association record for men and women for the most consecutive free throws: She made 66 in a row. In a broadcast the next day, Mr.

Packer implied that the record wasn't legitimate because women use a smaller basketball than do men.

The University of Richmond invited Mr. Packer and Ms. Doyle to a shootout, with an anonymous donor promising \$5,000 to the men's basketball program if Mr. Packer won or \$5,000 to the women's program if Ms. Doyle won.

During last month's contest, Mr. Packer, who was an 82-per-cent freethrow shooter when he played for Wake Forest University in the early 1960's, hit 12 of 20 shots from the line. Ms. Doyle hit all 20 shotsswishing 18—using a men's ball.

# **Athletics**



Richard Lane of the university's sports-booster group: "We are in Florida, where everyone loves football. Let's add to that 110,000 South Florida alumni, and you have a winning combination."

# As Part of Quest for National Stature, U. of South Florida Debates Whether to Start a Big-Time Football Program

Many people want to add a team, but critics ask if the campus can afford one

By DEBRA E. BLUM

TAMPA, FLA. A student playing a pickup game of basketball on the University of South Florida campus here says he knows why his institution doesn't have a football team: The man and woman who donated much of the land on which the university was built, he says, stipulated that the institution never have a football team because their son had died while playing the sport.

Another student playing in the game tosses up a shot on the outdoor court in the shadow of the Sun Dome—the university's 10,400-seat basketball arena—and offers his version of the story: When the institution decided to build "that," he says pointing to the large, bubble-topped stadium, it promised donors there would never be a football team to compete for fans' alle-

In his office, Paul S. Griffin, South Florida's athletics director, smiles at the explanations. He offers another: The state charter prohibits the university from playing intercollegiate football.

Rapid Growth

"All myths." Mr. Griffin says. "But we get people asking 'Why not a football program?' all the time. I mean all the time."

It's not hard to see why the question is on the tip of so many tongues. South Florida, the second-largest university in the nine-member state system, boasts more than 32,000 students and is a rapidly growing institution in a rapidly growing metropolitan area, smack in the middle of a state crazy about football. It also has made no

bones about its ambition to enhance its national reputation and soon become viewed-by popular magazines that tank colleges and universities—as one of the top 25 public institutions in the country.

Many people here believe a football team-and more specifically a winning team-would help put South Florida in that spotlight. But as the university debates whether or not to start up the sport.

Randy Miller, an assistant professor of

mass communications: "Can we sustain

support for a team until we are one day

playing and beating the Gators? I say No."

leaders to address three questions: ■ Is it appropriate for South Florida 16 mbrace football?

others are not sure if it can win a placei

the spothight, if it can afford to put is:

there, or even if it's the best light to bein

so many constituents to take into account

that we have to take the decision process

very slowly," says President Francis I

Horkowski. In January he appointed a 3

member panel of students, professors,

staff members, alumni, and community

"I here are so many factors to consider

· Can the university establish a model that could be emulated by other institu-

Are the financial resources available? Mr. Borkowski also hired a consultantto determine the university's options and what they would cost.

The reports from both groups are in. The grams, ranging from a non-scholarship club-level team that would cost \$280,000 a year, to a team-competing at the top level of the National Collegiate Athletic Association-that would need \$8-million a year to operate. The university committee said Yes to the president's questions, and gave the go-ahead to begin considering the collsultant's options.

Mr. Horkowski says he may make a recommendation to the university system's regents by June.

Since 1968, 94 NCAA member instille tions have started new football programs while 86 have dropped the sport. In all those cases, observers say, opinions of how much and in what way an institution's resources and reputation were affected by football were mixed.

The benefits, supporters of football progams point out, are manifold: more opporunities for students to participate in sports, heightened campus spirit, broadened name recognition in the state and the nation, more applications for admission, and improved fund-raising capabilities.

Drain on Resources Seen

But the drawbacks loom even larger, critics say. While fame and fortune may come to a few lucky colleges with winning seasons and sellout crowds, most football teams-playing at a competitive level with scholarship athletes—are a drain on resources, they say.

In particular, critics question the timing of South Florida's move when the university has had to absorb \$27-million in budget cuts over the last year and a half. They also say it's a bad time for college sports, which have come under increased scrutiny in recent years amid concern about academic troubles of athletes and escalating costs.

Despite firm promises by Mr. Borkowski that both the budget and the integrity of a football team would be closely monitored, skeptics remain unpersuaded.

"There may be talk of a squeaky-clean program at the outset, but I'm not convinced that when someone who can win a game for them gets in trouble or when postseason competition is on the line, the administration here or at other universities feels compelled to exercise the necessary amount of discipline and oversight," says Linda Lopez McAlister, a professor of women's studies and philosophy.

She, like others who doubt South Florida's resolve to run a football program properly, points to the botched handling of rape charges against a former basketball player, Marvin Taylor, in 1989. A recent investigation by a panel appointed by the state regents found that university officials had violated rules and manipulated disciplinary proceedings to keep Mr. Taylor eligible to play. In the wake of the criticism last month, South Florida's vice-president for student affairs resigned, and Mr. Borkowski was reprimanded by regents.

#### Academic-Only Focus at the Start

When South Florida was established in the late 1950's, intercollegiate sports were clearly not on its agenda. John Gerdes, the director of sports information, tells the story that the founding president, John S. Allen, was so firm in his conviction that the institution would have an academic-only focus that he made sure the basketball court in the campus's only gymnasium Whether apocryphal or not, the anecdote underscores a deep-seated sentiment still evidenced by some faculty members here.

Since Mr. Allen's time, however, the university has steadily introduced intercollegiate athletics, now fielding 14 men's and women's teams that play in the Metro Conference of the NCAA's Division I. South Florida's most visible sport is men's basketball, which has met with moderate success and growing support.

Attendance at men's basketball games has been closely measured at South Florida since one question mark about the viability of a football program involves the fans. Average attendance at the games this Continued on Following Page

Supreme Court Rules That Victims of Intentional Sex Bias Can Sue Colleges for Punitive Damages Under Title IX

The Supreme Court ruled unanimously last week that victims of intentional sex discrimination can sue their colleges for

punitive damages. The ruling opens up, for the first time, the possibility of monetary damages under Title IX of the Education Amendments of 1972, which bars sex bias at schools and colleges receiving federal aid.

Legal experts, most of whom were surprised by the decision, said victims of sexual discrimination and harassment would be less fearful of retribution and more likely to seek redress in the courts.

Women's sports administrators welcomed the ruling as the latest in a series of positive signals about Title IX compliance in athletics. Two weeks ago the Education Department's Office for Civil Rights found discrimination in the sports program at Brooklyn College, and it is preparing a memorandum warning colleges not to violate the law as they cut sports programs.

#### 'An Extraordinary Win for Women'

"Progress in the area of civil rights usually results more from the creation of a critical mass than from single acts," said Donna A. Lopiano, director of women's athletics at the University of Texas at Austin. "This is one more, and by putting it on top of the heap, you hope it will start the ball rolling."

Women's-sports advocates said they expected the Supreme Court decision to make colleges treat men's and women's sports equitably and to encourage female athletes and couches to sue any institutions that do not do so.

"This is an extraordinary win for women and girls in education," said Ellen Vargyas, executive director of the National Women's Law Center, "It finally says that Title iX has got to be taken seriously.

"The victims-thousands of young women who have not gotten athletic scholarships because four of five scholarships go to men-are now going to get compensation. And schools are going to get the message. They will know, all of a sudden, in this 20th anniversary of Title IX, that it is now in their narrow, pecuniary self-interest to do what's right."

Not all women's advocates were pleased by the decision. Merrily Dean Baker, assistant executive director of the National Collegiate Athletic Association, said that, "in such a litigious age," she did not "want to see our focus change from one of achieving equity to one of personal gain.

She added: "I would rather see us do right because it's the right thing to do, rather than because we're afraid somebody's going to sue us."

### Opposed by Bush Administration

The case upon which the Supreme Court's ruling was based involved a highschool student who charged that she had been sexually discriminated against when a school employee harassed her and officials inadequately investigated her complaint. Two courts upheld the student's discrimination claim, but both declined to award her punitive damages, saying that Title IX allowed only compensatory dam-

ages such as back pay or reimbursement of legal fees.

The Supreme Court disagreed, despite arguments by the Bush Administration opposing the award of damages. Joined by five other members, Justice Byron White wrote that "absent clear direction to the contrary by Congress, the federal courts have the power to award any appropriate relief in a cognizable cause of action brought pursuant to a federal statute."

Three other justices, led by Justice An-

tonin Scalia and including Justice Clarence Thomas, concurred with the judgment but expressed reservations about the Court's willingness to grant such expansive remediation to a right that had not been explicitly granted by Congress.

While the ruling may have the greatest impact on discrimination in college sports, legal experts also said it would give added protection to students and staff members who are subjected to sexual harassment.

-DOUGLAS LEDERMAN

# The Saga Continues: Tarkanian Asserts He Won't Go; UNLV Says, 'Yes, You Will'



Jerry Tarkanian at a rousing 2½-hour raily at a local church: "We got torn up from the inside."

#### By DOUGLAS LEDERMAN

The seemingly interminable saga of Jerry Tarkanian took another remarkable turn last week, as officials of the University of Nevada at Las Vegas slatly rebuffed the basketball coach's attempt to rescind his resignation.

Mr. Turkanian, who agreed in June to quit as UNLY's coach after the 1991-92 season, which ends this week, reversed himself last month. Mr. Tarkanian said he wanted to defend himself against new charges leveled at his program, and said the university had voided the resignation agreement by disparaging him and leaking critical information about his team to the

#### 'The Matter Is Closed'

"We got torn up from the inside," he told a crowd of supporters after a rousing 21/2-hour rally at a local church.

University officials scoffed at Mr. Tarkanian's charges that they had released information that damaged him. And they said bluntly that Mr. Tarkanian's resignation would not be reconsidered,

"Jerry Tarkanian submitted a legally binding resignation, the university accepted the resignation, and the matter is closed," said Robert C. Maxson, the university's president. "There is no need for any additional discussion."

UNLY's basketball team has been one of the most visible programs in college sports for more than a decade because of its success on the court, its rule breaking, and Mr. Tarkanian's legal battles with the National Collegiate Athletic Association.

The team has been banned from this month's Division I basketball tournament as the final punishment for violations committed in the Runnin' Rebel program in the mid-1970's. The penalty was delayed because of Mr. Tarkanian's lawsuit against the association. (UNLV's players said last month, however, that they might sue the NCAA and the university in an effort to re verse that penalty.)

The NCAA has now charged the basketball program with 29 violations of the asso ciation's rules, but has been unable to conclude its investigation because of a Nevada law that restricts its enforcement procedures. The association has sued Mr. Tarkanian and other UNLY officials, and the case is expected to go to trial this month.

Relations between Mr. Tarkanian and university officials have deteriorated badly since June, when the Las Vegas Review-Journal published photographs of three former UNLV players with Richard Perry, a booster who had been convicted of fixing sporting events.

Since then, the coach and his supporters Continued on Following Page

# South Florida Debates Whether to Start a Big-Time Football Program

Continued From Preceding Page the university's advantage when he hasn't seen the consultant's re- Through cost-cutting and fundseason has been 7,200, including trying to sell the team. 3,500 students. But about half of and some observers wonder if the loves football," says Mr. Lane, cial support and team success. largely commuter student population could be drawn back on weekends to watch football.

Their concern is compounded by the sense that football at South Florida-at least at the beginning—would not be as exciting to watch as the games played by many of the state's established favorites, like Florida State University and the University of Florida.

#### **Competition From Pro Teams**

"The basic question is, Can we sustain support for a team until we port, a successful Division I-AA are one day—if ever—playing and benting the Seminoles, the Gators?" says Randy Miller, an as- Florida A&M University and Samwatent professor of mass communications. "I say the answer is No. be supported in part from the interpolice to videotape secretly a con-McNeese State, University of Tennessee at Chattanooga, these are good schools, but playing them certainly doesn't hold the same appeal as the real big-time games."

A South Florida team would be competing not only with other college teams for the fans' attention, Mr. Miller says, but with Tampa's professional sports teams, including the Buccaneers of the National Football League, and nearby entertainment centers such as Disney World and Sea World.

Richard Lane, president of the

who owns an insurance company Central Florida, which moved its

to buy two season tickets each at projections, Mr. Arnold says, not to go with football, because its will support," \$100 cach-even if they were not promised an opening game for four more years. Money from ticket sales, along with private donations would build the endowment needed to start a team, he says.

According to the consultant's refootball team—one that is playing and beating such institutions as ford University—should expect to est on a \$10-million endowment. In revenue should come from private and \$400,000; \$575,000 in student fees; and other sources, such as television contracts and conference payouts, that should amount should make as much as \$600,000 a year from ticket sales.

#### 'Serious Words of Caution'

Bill Arnold is the assistant athletics director at the University of

He is confident, he says, that the ter one season, in large part beuniversity could get 10,000 people cause of unrealistic ticket-sales

port on South Florida football, he raising efforts, the university has "This area loves sports, and we would warn his neighbors about since retired a debt that had grown the home games are on weekdays, are in Florida, where everyone the perils of overestimating finanto over \$1-million. But this year, in its 12th season the football team. which has since moved up to the cially, on its president at h who owns an insurance company

Central riorda, which moves ha

in the city, "Let's add to that club-football program to the

Division I-AA level, still had only

Twice in an hour-long inlens. 110,000 South Florida alumni, and NCAA's Division II in 1980, found 7,000 season-ticket holders conyou have a winning combination." itself almost \$500,000 in the red af-siderably less than the 20,000 ex-

"I wouldn't tell anyone flat out alumni and our Tampa area for

been a boon to our universal many ways." Mr. Amold & But I would convey very say such an enterprise."

That kind of warning is decotor to story on South Florida's atistrators or professors—ad, te "We will grow as fast as our log

## Tarkanian Asserts He Won't Go; UNLV Says, 'Yes, You Will Continued From Preceding Page a broader inquiry into the dealings clear. If both sides stand fim,

have harshly criticized Mr. Maxson and some of his aides, accusing them of waging a campaign to undercut the coaches.

In October the coaches complained after UNLV officials admitted they had ordered the campus ditioning class run by Tim Grguraddition, the report says, annual ich, an assistant coach. UNLY officials had suspected that improper contributions of between \$250,000 practices were taking place, but the evidence was inconclusive.

#### **Point Shaving Investigated**

Mr. Grgurich also complained to at least \$300,000. The university that his mail had been opened, and coaches contended that they had been followed by student spies.

The latest blow to Mr. Tarkunian came last month, when the Review-Journal reported that federal offi-Athletic Association, South Flori- Central Florida, one of the other point shaving by UNI.V players last dal's sports-booster group, says be- qight institutions in Florida's uni- year. The investigation into point ing in a sports town would work to versity system. He says that while shaving reportedly stemmed from

of Mr. Perry, the booster,

Mr. Tarkanian responded angri- ty of Nevada regents were the ly to the report, denying the charge uled to hold a meeting last well and insisting that it had been planted by university officials.

Mr. Maxson denied that the university had initiated the pointshaving story, saying it would be crazy to bring such negative publicity on itself.

Rather than responding point by point to Mr. Tarkanian's charges, the president tried last week to put the increasingly bitter conflict in a more sweeping perspective.

"The issue here is whether UNI V s going to become a serious academic institution or not." Mr. Maxson said. "This is a struggle for the soul of this institution. The verely, "We should reconsulate question that will be answered here - basketball program that canke is essentially this: What is our mis actual part of the university, and sion? Why do we exist? Are we than what a group of Tark support here to teach and learn, or are we eas is trying to make it into." here to house big-time athletics?"

gation seems likely. The Union but were not expected to addre

the issue directly. Meanwhile, a prominent pro sor suggested last week that faculty senate ask univisadors trators and regents to suspenie basketball program for two year

James Deacon, a biology pole sor, said the suspension wasnes ed "to allow us some timetoma er from the present absolutely é

Mr. Deacon said he believelt: the NCAA would find that the lacked control over the progra senate is expected to weigh What will happen next is not yet proposal next week.

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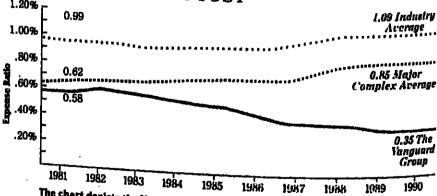
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For more information on Vanguard Funds and Retirement Plan Programs, call us toll-free: 1-800-662-7447.

A delegation of science leaders from the Commonwealth of Independent States met with U.S. officials in Washington last week to discuss how they plan to dismantle the Russian nuclear arsenal and employ weapons scientists in civilian activities. Evgeny Avrorin, scientific lender of the physics institute at Chelyabinsk-70, a former Soviet nuclear-weapons laboratory, said more than 30 proposals for putting former weapons scientists to work in such areas of basic research as "high-pressure physics, nuclear physics, and laser physics" had been discussed by the group. Mr. Avrorin said laboratory officials like himself hoped to obtain seed money from foreign sources for projects that would produce

With all the attention being given to supporting Russian policy makers are worried that proposals to provide international assistance to civilian scientists in the former Soviet Union not be lost.

At a closed-door meeting last week at the Brookings Institution. Russian and American science kaders gathered to discuss ways in which they may be able to assist civilian Russian researchers, many of whom are leaving their country because of reductions in government support and the luck of hard corrency to pay for laboratory equipment, chemicals, and journal

A similar discussion, with representatives from the Bush Idministration including 1). Allan Bromley, the President's science <sup>adviser</sup>, is scheduled for this week at the National Academy of

Thomas J. Ratchford, associate director for policy and international Mairs at the White House Office of Science and Technology Policy, said the Administration planned to use the meeting to discuss and craft a "variety of activities" that would assist the Russian science enterprise.

The Royal Society of London and the National Academy of Sciences last week issued a joint statement warning world leaders not to expect science to cure the ills of overry and human degradation of

With world population "growing at the unprecedented rate of almost 100 million people every year." and tuman activities producing major ironmental changes, the statement warned, "science and <sup>tchnology</sup> may not be able to prevent either irreversible legradation of the environment or onlinued poverty for much of the

The two academies said they soped to stimulate debate about this oblem among scientists, policy Makers, and the public, and planned lo organize a scientific conference eatly next year "to explore these issues in detail."

# International



"What took decades to build up is now taking months to destroy."



Anya Shevchenko, who works in Moscow State's superconductivity lab: "Our theoretical work is of a very high quality, but our technology is very poor."

# Exodus of Researchers Stirs Fears Over Fate of Science in the Former Soviet Union

#### By JUSTIN BURKE

In a secluded corner of Moscow State University's campus stands a rundown huilding made of corrugated metal. The structure, about the size of a large mobile home, looks like a utility shed but actually houses the university's main laboratory for

superconductivity research. Despite its ramshackle appearance, the building is cozy inside, and the lab features plenty of sophisticated electronics equipment, including IBM computers. It is far better equipped than the rest of the physics department. Yet the working conditionsrelatively comfortable by Moscow standards—have done little to stop the exodus of physicists from the lab.

Whether they are moving into other professions in Russia, or aiming to continue their scientific careers abroad, physicists are leaving the lab in droves. The older and more experienced have been the first to go, leaving behind a staff made up mainly of people in their 20's and early 30's.

One day before he is to board a plane for the United States and a position at the State University of New York at Stony Brook, Stanislav Polonsky surveys the young researchers at the superconductivity lab and says: "Here, you can see the last survivors." Moscow State, adds the physicist, "would be a great place to work if we had proper financing—but, unfortunately, that is not the case."

#### Every University Is Affected

The superconductivity lab isn't alone in losing the best and brightest of its researchers. The economic collapse and political upheaval of the past year have meant tough times for the hard sciences, not only at Moscow State, but at every university in what was formerly the Soviet Union.

According to Alexander Andreyev, a vice-president of the Russian Academy of Sciences, 12 per cent of all researchers have gone abroad in the past three years, including 40 per cent of all the country's Continued on Page A44

# U.S. Plans to Revise New Rules on Visas for Foreign Students

Colleges complain the regulations are costly and inhibit recruiting

#### By SCOTT JASCHIK

Federal officials have promised to change proposed regulations that many universities fear would make it more difficult to bring foreign students and professors to American campuses.

The proposed regulations affect J visus, which in 1989 were used by more than 170,000 exchange participants to come to the United States. The new rules were proposed last year by the United States Information Agency, which supervises the J visas, following criticism by Congress that they had been used to bring camp counselors and an pairs into the country.

Educators say that, in seeking to curb those abuses, the proposed regulations would hurt academic institutions that have never misused the J visus. The proposed regulations would:

Require colleges sponsoring people with J visus to provide much more detailed information to the government about the foreigners' activities and the finances of the college. (Public colleges, as government entities, would be exempt from the requirement about reporting on their own

■ Limit the awarding of I visas to those seeking to attend accredited institutions. Independent research institutes that do not award degrees, and so are not accredited, complain that the proposal would make it impossible for them to recruit foreign scholars.

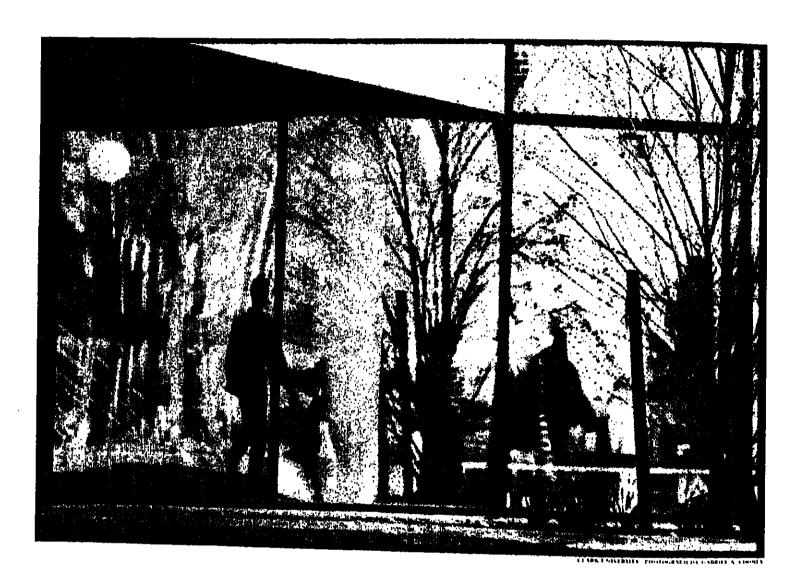
■ Require organizations that sponsor people on J visas to provide them with health insurance. The insurance would have to include the costs of the repatriation of the remains of anyone who dies and the costs of evacuating sick people to their home countries. College officials say that while they already provide health insurance for their foreign visitors, the specific requirements set out by the regulations would dramatically increase insurance costs and require many institutions to seek

#### Fears About Insurance Requirements

Alberto Mora, the usia's general counsel, says the agency will revise the regulations in response to many of the concerns expressed by college officials. He predicts that, when final regulations are issued at the end of the year, "the universities are going to be very satisfied."

In the meantime, however, international-education officials are worried. Says Robert A. Scott, associate director of the Center for Advanced Study in the Behavioral Sciences, which is located at Stanford University: "These regulations lack the kind of flexibility that's essential to arrange scholarly exchange programs. The way they are written, the regulations would create a tremendous problem for universities and colleges."

Mr. Scott says he is particularly bothered by the proposed insurance require-Continued on Page A44



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# French Students Protest Proposal 10 Reform University Education

By JANICE VALLS-RUSSELL

Students have been demonstrating in the streets of Paris and other frach cities to protest a government proposal to reform university

The demonstrations, which in some places coincided with pre-Leaten carnival celebrations, were peaceful. No incidents of violence ud no arrests were reported. Students also staged sit-ins on several miversity campuses.

Student leaders have vowed to continue the protests, which are simed at a package of changes proposed by Education Minister Lionel Jospin.

According to the ministry, the reform plan is designed to ease overcrowding in higher education and to establish a way to recognize and certify the achievement of students who complete some universily work but do not carn a degree. The protesters say the proposals amount to a mechanism for "getting rid of students," as one put it.

The reforms would reorganize the first two years of university studies, which statistics show have become a bottleneck. More and more students are taking as long as five years to obtain the Diplome d'Enseignement Universitaire, commonly known as the DEUG, which in theory is carned at the end of the second year. The full university degree, which in gests—but felt unable to complete The proposed reforms also call

France is earned in a total of three PARIS YEARS

The bottleneck has worsened as more students leave high school with the Baccalauréat, which is the sole requirement for university admission. Today's enrollment of 1.8 million in higher education is expected to increase by 300,000 by

Many observers here say the increase is due to a relaxation of standards in the high schools, with far more students obtaining the Baccalauréat than in the past. Standards at the universities, however, have remained rigid, and the result has been more students' getting stuck in the first years of higher education, unable to achieve their diploma in a timely way. University presidents are anxious to "speed up the flow," as some have stated it.

The ministry's plan calls for dividing the academic year into "modules," each lasting one semester, with final examinations at the end of each semester instead of at the end of the year, as is now the case. In the first semester, students would take courses in at least three subjects in a general field they have chosen. This would do away with "the exaggerated, premature specialization in the first two years.' says Claude Allègre, a special adviser to Mr. Jospin. Subject specialization would be phased in over the second and third semesters.

Students who passed a minimum number of these modules, or can go on to complete work for a courses—six, the ministry sug- of higher education to find a job.



education. The demonstrators want the proposed changes scrapped.

work for their second-year diploma, would obtain a Certificat d'Etudes Universitaires, a new credential. The ministry's hope is that such students would then move out

tence than the other two students.

on while awaiting trial is credited to

a prisoner's sentence.

Under Chinese law, time in pris-

The most severe sentence of

those handed down last week was

given to Wu Xuecan, a People's

Daily editor accused of distributing

Communist Party's mouthpiece

for improved counseling at the end of high school, where "69 per cent of students have never met a career adviser," says Mr. Jospin. Many students, he says, now drift into

college without really knowing what they want to study, and he

work for the state.

Survey of Student Views

Peng Rong was arrested on May

25, 1990, after he allegedly pub-

where she had spent recent months attempting to gain information about her son's condition. She failed in her attempts to obtain an independent lawyer to defend her son-virtually all lawyers in China

that the reforms are not designed to bring about selective admission.

Mr. Pagano says his organization wants the protests to continue until the reforms are scrapped.

#### lished the findings of a survey he

conducted of the attitudes of Beijing University students and post-Philippe Campinchi, the presied the results on the campus. The dent of a new, breakaway student findings revealed the intense disunion called UNEF-ID, which is satisfaction of students with their close to the governing Socialist lives and future prospects since the Party, says his group favors "a brutal government-ordered milipause, and time to reflect" on the tary crackdown in Tiananmen proposed changes.

"He never did anything wrong," His mother told reporters after

also suits the education minister. who is actively campaigning for the governing Socialist Party in region-His constituency is in Toulouse, in timated in 1990 that more than tion on the length of his sentence 190 dissidents were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the three were students or the country's name of the country's name of the country's name of the three were students or the country's name of the countr

#### Chinese Court Convicts 7 Dissidents of Opposing Communist System because she was already in Beijing.

By NICK DRIVER

In the longest-running set of trials since the Chinese government crushed the student-led, pro-democracy movement in 1989, authorities here last week formally convicted seven dissidents of opposing the Communist system.

At least three students were among those sentenced at the end of exhaustive trials that lusted as long as two months. Peng Rong. a graduate student in biology at Beijing University, was given u two-year sentence for "spreading counterrevolutionary propaganda," a blanket term used by the government to cover any form of writing that expresses views not held by the Communist leader-

ers of the pro-democracy movement. The time devoted to the latest round indicates how sensitive the government is toward criticism of its handling of the cases.

al, some never charged with any Zhai would receive a stiffer sen-

With last week's sentencing, China's government has now settled the cases of virtually all prominent dissidents, including the other two students sentenced.

Li Minqi, an economics undergraduate at Beijing University, was sentenced at the same time as Peng an unauthorized edition of the Rong and in the same courtroom. While his term was not announced, publication. The government sen-

"He never did anything wrong. He didn't paste the document up anywhere. The campus authorities found the papers in his dormitory room."

The trials are the most important zen anti-government speech in ary pro

#### Details of Protests

of the 1989 protests and sixth on General Secretary Zhao Ziyang. imense diplomatic and economic after the crackdown, was arrested pressure on B. III. I was just too naïve." Pressure on Beijing to release jailed in May 1990 after giving detailed and often not even family members in May 1990 after giving detailed and often not even family members Political prisoners, but it is unclear information on planned underhow many other dissidents remain ground protests and his own until they are over. reug noing a mount, a human-whereabouts to a U.S. news maga-at Hunan Teacher's College in Zhongxian on "counter-revolu-at Hunan Teacher's College in Zhongxian on "counter-revolu-at Hunan Teacher's College in tionary" charges. It was not clear if southern China, was given one than tion on the length of his sentence southern China, was given one than tion on the length of his sentence southern China, was given one than tion on the length of his sentence southern China, was given one than the country's second-largest unitary chinase later than the country chinase later than the country's second-largest unita Chinese jails, some awaiting tri- students said they thought Mr. ing. She was able to attend only what their sentences were.

he probably also received a two-tenced Mr. Wu to a four-year term year sentence. Mr. Li gave a bra- for "spreading counterrevolution- Square. Many students on the Beitince those of one year ago for the May 1990 to mark the anniversary leaflet called "People's Daily Exso-called "black hands," or lead- of the Tiananmen Square crack-1989. Mr. Wu has held that he said one of his friends. "He didn't could not be found guilty for print- paste the document up anywhere. Zhai Weimin, one of the leaders ing the words of the now-disgraced The campus authorities found the

The government holds the trials

victed and sentenced Dong Huai-Peng Rong's mother, a professor ming, Wang Guoqing, and Wang

would like to see more of them instead choose job-oriented study programs, technological institutes, and France's high-flying grandes écoles for engineering and management-all of which impose their own admission criteria in addition to the Bacculauréat.

#### Vote Postponed

Early in February the presidents of 46 of France's 72 universities. voted to adopt the reforms, but lastweek the National Council for Higher Education—where professors, students, and the Education Ministry are all represented-decided to postpone indefinitely a vote on the reforms at the request of France's main federation of university faculty members.

Mr. Jospin, the education minister, wanted to see the reforms phased in starting in the fall. Although he did not rule out such a possibility, a leading member of the national faculty federation. Jean-Claude Tricoche, said that "students and teachers need to be properly informed" before any proposed reforms are voted on. 'They must also be heard," he said, adding that he felt a reform of higher education was needed.

Mr. Jospin now has ordered an information campaign on all university campuses, with posters and leaflets explaining the proposed changes being distributed.

The reform plan had already been modified six times since it was first presented to the Conference of University Presidents in late December. Student leaders complained that every time they\_ met to discuss the plan. "the ministry came up with a new version.'

Being entitled to university admission solely as a result of obtaining the Baccalauréat is a privilege to which French students cling. and they fear that the aim of Mr. Jospin's plan is to gradually introduce a form of selective admission. The new Certificate of University Study is a way "of getting rid of students," charges Alain Pagano, national secretary of the main students' union, UNEF, which is close to France's Communist Party.

The education minister insists

#### 'Time to Reflect' Urged

المنافذة Professors are not unhappy while. Many are not enthusiastic about the reforms because they fear a more general curriculum in the first year would make it more difficult for students to achieve the required level of specialization in the final two years.

Unofficial sources say the delay

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

#### Exodus Puts Ex-Soviet Science at Risk

Continued From Page A41 theoretical physicists. Mr. Andre- they will now receive because in ogy is poor, and we are unable to yev maintains that despite those staggering losses, the quality of re- paid in several weeks. search done in Russia has not been affected. "Russian physics is on the same world level as before, and I believe in its brilliant future," he declared in an interview published

Some top Russian physicists don't share Mr. Andreyev's views. If the brain drain continues for much longer, they say, entire fields of research will be devastated.

in the newspaper Izvestia.

'It's destroying some scientific schools," says Yuri Dnestrovsky, a specialist in thermonuclear physics who teaches at Moscow State and conducts research at the prestigious Kurchatov Institute. "What took decades to build up is now taking months to destroy."

Life for scientists in the Soviet Union was never easy. With the exception of a few fields, particularly those related to military research and development, scientists here always have had to make do with less technologically advanced equipment than their counterparts in the West. But deteriorating conditions over the past few years have greatly exacerbated the problem. And scientists now find themselves not only short of funds to perform research, but also fighting and other supplies with bank credto get by on their low salaries.

#### Distractions of Daily Life

Outside the workplace, many researchers say they are constantly distracted by the daily struggle for survival, following the government's decision to lift price controls and move to a market economy. Russian President Boris Yeltsin recently announced that the government planned to increase the salaries of scientists, but the promise has done little to reassure

A typical starting salary for a scientist these days is 1,000 rubles a month—less than \$10 at current exchange rates. Experienced physicists, such as Mr. Dnestrovsky, should receive upwards of 3,500 rubles, or about \$35. But most still

do not know exactly how much very high quality, but our technolmany cases they have not been perform some experiments," she

pay scale say it is nearly impossible to make ends meet on 1,000 rubles a month, given soaring inflation in Russia. Many have been forced to take a second job, which cuts their productivity as researchers.

Widespread shortages of consumer goods add to the problem. Anya Shevchenko, who works on micro-chip development at the superconductivity lab, says that before going to work each morning she spends up to three hours searching for food for her 2-yearold. "I don't have enough time to devote to work," she says.

cramped living conditions. Mr. highest civilian honors, lives in a three-room apartment with his wife, son, and daughter-in-law.

Life may be a struggle, but many scientists say the growing difficulties at work frustrate them the most. Funds have just about dried of paying for scientific equipment its-officially called non-cash payments-has been stopped in most cases. That has meant that everything must be paid for in cash, which is in short supply. Oleg Sapozhnikov, who specializes in developing medical uses for ultrasound techniques, says that without credits he is unable to buy any new equipment. "We must now work with what we have," he says.

Even in the relatively well-financed fields, such as superconductivity, researchers are missing lots of little things, such as "mouse" pads for use with computers. The technology at the lab is just not good enough to help bring ideas to life, says Ms. Shevchenko, velop a new supercomputer.

"Our theoretical work is of a In an attempt to stem Russia's

says. "It can be frustrating. I know Those on the bottom end of the I make a good chip, but our technology makes it perform badly."

Jobs in Business Sector

The cash crunch is also limiting scholarly contact with the West. The lack of money and equip-

A primary motivation for such aid is the fear that Russian scienment has led a large number of physicists to walk away from sci-quasi-mercenaries, perhaps selling

Most researchers here play

nations. But Mr. Sapozhnikov, for

one, says the fears are justified. "If

there are enough offers," he says,

"I'm afraid some people would

Some, such as Ms. Shevchenko,

say that no matter how bad things

get in Russia, they will not consider

leaving. "I have a family with a

or anywhere else-without my

old to start over.

family," she says. Others, such as

Situation May Get Worse

"All those who began our superconductivity research are now in America. It would be impossible for us to do

our work without help from the United States."

Scientists also contend with ence. Many are taking jobs in joint- their knowledge to terrorist states venture companies that are springsuch as Libya. Dnestrovsky, a 1981 winner of the ing up in Moscow's budding busi-State Prize for Science and Techness sector, where their earning down that possibility, saving they nology, one of the Soviet Union's potential is much higher than at a know of no job offers from such

Many more physicists are going abroad in search of better opportunities. In the case of the superconductivity lab, SUNY at Stony Brook go. has become a sort of mecca. Many of the specialists who left the Mosup for all but high-priority fields of cow State facility have picked up research. The old Soviet practice where they left off in New York.

"All those who began our superconductivity research are now in America-we have no bosses baby, and I can't go to Americahere," Ms. Shevchenko says. The superconductivity research center at Stony Brook continues to coop- Mr. Dnestrovsky, say they are too erate closely with the Moscow State lab, communicating via electronic mail. "It would be impossible for us to do our work without help from the United States," Ms. Shevchenko adds.

Many of the Russian scientists now leaving the country, such as Mr. Polonsky, say they do not intend to stay abroad but merely want the chance to do top work for a few years under ideal conditions-and to save some hard currency in the process. But observers here say that they doubt that many who belongs to a team trying to de- of those who leave for the West will ever return.

scientific brain drain. Western na- capital of Belarus, administr tions are devising aid programs to are struggling to keep members improve conditions for researchers—the chemistry department for leaving, says Tamara Kamaaya here. Last month representatives from the United States, Russia, the assistant dean. The Belange government is being asked to is and Germany announced plans to establish an international science crease financing for the institut and technology center that would she adds "So far we haven't seen by employ nuclear scientists and engi-

many people leave," she sai neers in the former Soviet Union "It's not necessarily because the (The Chronicle, February 26). don't want to, but because the are fewer opportunities to the tists, especially those specializing find a private-sector job hereog. in weapons research, may become abroad."

While the current situation the hard sciences seems bled many think it will only get work For one thing, the desire among younger generation to leave Ruse s even stronger than it is among those who already have emigrate Ms. Shevchenko and others to that many young scientists at merely biding their time, gaining the experience needed to get that n good job in the West. As soons they have the proper credenick

she says, they will be gone. "The material desires of the young give them a much great impulse to leave," she sau "Physicists of the older generation don't have the same material &

A career in science is less a pealing to students these days that one in, say, business, Mr. Dos trovsky says the quality of studen specializing in physics and ches try has declined dramatically ou the past three years. The most ented, he laments, are now into ested in economies.

"It's my desire to pass on whi The situation at universities in I've learned," he says, "Buth's other former Soviet republies is very difficult, because no one is similar to that at Moscow State. At terested in continuing the greater Lenin University in Minsk, the ditions of Soviet physics."

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Association newsletter with timely information and ideas to promo

ORTY-SIX YEARS AGO, having satisfied all other requirements for a Ph.D. in music at Princeton University, Milton Babbitt submitted his dissertation, "The Function of Set Structure in the 12-Tone System." While it was praised by one of its readers, John Tukey, professor of mathematics, it was rejected by the music department. (Princeton doctorates in music at that time were given for historical musicology, not theory and

Mr. Babbitt, a Pulitzer Prize-winning composer who joined the Princeton faculty in 1938, is now the William Shubael Conant Professor of Music Emeritus and received an honorary doctor of music degree at Princeton's commencement last spring.

Now he has his real Ph.D. also. Claudio Spies and Paul Lansky, professors of music, resubmitted Mr. Babbitt's dissertation to the review process. Mr. Tukey, now professor emeritus of statistics at Princeton, again served as a reader (along with Mr. Spies) and said, "It's a solid piece of work. I'm not a 12-tone expert, but I was happy with it from a mathematical point of view."

After the acceptance of the dissertation, Theodore Zloikowski, dean of the graduate school, and a small group of faculty members invited Mr. Babbitt to lunch and subjected him to his oral examination.

He passed with flying colors.

Mr. Ziołkowski said of the process: "We thought it wasn't right that such a distinguished composer and music theoretician who has contributed so much to music . . . should not have the degree he had carned."

The California State University Board of Trustees has announced the six limitists for the presidency of San Jose State University:

■ Tomas Arciniega, president of California State University at Bakersfield since 1983. A former vicepresident for academic affairs at CSO at Fresno, Mr. Arciniega is a professor of education.

■ Doris Michiko Ching, vice-president for student affairs at University of Hawaii at Manoa. Ms. Ching is also a member of Hawaii's education faculty.

• Shella Kaplan, chancellor of the University of Wisconsin-Parkside since 1986 and a former vicechancellor for academic affairs in the Minnesota State University system. Ms. Kaplan's doctorate is in modern European history.

Ruth Leventhal, provost and dean of the Capital College of Pennsylvania State University at Harrisburg since 1984. A professor of hiology, she earlier served as dean and professor of medical laboratory sciences at Hunter College of the City University of New York.

Gerry Meisels, provost of the University of South Florida since 1988. He is a former chairman of chemistry at the University of Houston.

Joseph Watson, vice-chancellor for undergraduate allairs at the University of California at San Diego since 1981. Mr. Watson is also a professor of chemistry.

Torsten Wiesel, named acting president of Rockefeller University after David Baltimore resigned last fall, has agreed to remain in office for at least three more years.

Home ties frequently are worth more than money: Frederick E. Hutchinson, a Maine native who was recently named president of the University of Maine's Orono campus, will reportedly take a pay cut from \$152,000 to \$119,000 in leaving his current job as senior vicepresident for academic affairs and provost of the Ohio State University.



Cornell University

William R. Dunfey

Gazette



Columbia University



Albert J. H. Sloan, II

Miles College

Marianne G. Briscoe Saint Mary's College



Francis V. Cannon DeVry Institute of Technology at Dallas



■ New college and university chief executives: Crafton Hills College, Luis Gomez; DeVry Institute of Technology at Dallas, Francis V. Cannon; Miles College, Albert J. H. Sloan, II;

■ Other new chief executives: Academy of International Business, Attila Yaprak; Association for Canadian Studies in the United States, David N. Biette; Samuel S. Fels Fund, Helen Cunningham.

#### Appointments, Resignations

Maj. Gen. William P. Acker, president of Georgia Military College, has announced his retirement, effective November I. Laura Catching Alexander, director of major gifts at Mary Baldwin College, to executive timester of alumnas activities.

Nova University, Stephen Feldman.

sifts at Mary Baldwin College, to executive director of alumnae activities.
Chris Beard, former campaign director at Fund Raising Associates (Chattanooga, Tenn.), to director of capital and planned gifts at Middle Tennessee State U.
Fred Bedelle, assistant professor of education at Lincoln Memorial U., also to director of graduate studies.
James F. Bemia, former executive director of the Commission on Colleges of Northwest Association of Schools and Colleges, to acting president of Prince William Sound Community College.

| Marianne G. Briscoe, former director of demeni al Newo go), to vice-president for advancement Saint Mary's College of California.

Saint Mary's College of California.
Francis V. Campon, executive vice-president and chief operating officer at Milwaukee School of Engineering, to president of DeVry Institute of Technology at Dalles. William R. Dunfey, former director of admission at Roger Williams College, to dean of admissions and financial aid at Bradford College.

Bradford College.

Staphen Feldman, president of Western Connecticut State U.. to president of Nova U.. effective July I.

Jeoguetyn Flankented, professor of psychiatric and mental-health nursing at U. of Callfornia at Los Angeles, to associate dean for academic affairs in the school of academic affairs in the school of

nursing.
Thomas R. Fletcher, assistant director of admissions at State U. of New York A&T College at Morrisville, to director of enrollment management at State U. of New York College of Technology at Canton.

dean of students. Julio Giulletti, former director of interna-tional programs at Boston College, to deputy director for operations in the Cen-ter for Immigration Policy and Refugee Assistance and the Academy for Intercul-

Assistance and the Academy Control Training at Georgetown U.
Luts Gomez, acting president of Crafton
Hills College, to president.
Maria Querrers, director of finance and in the Context for imformation systems in the Center for Immigration Policy and Refugee Assistance and the Academy for Intercultural Training at Georgetown U., to deputy director for finance and administration. Donald Habbe, provost and vice-president for academic affairs at U. of Montana, has announced his retirement, effective in June.

Karen P. Helm, director of university plan<sub>n</sub>, ning at North Carolina State U., to direc-tor of university planning and analysis. Continued on Following Page

visiting scholar, Mr. Scott says. 'Insurance of Lesser Quality'

Continued From Page A41

But, he adds, "a local нмо is not going to provide for repatriation for major paperwork burden and may people seeking to make brief vissemeone from Estonia." If the reg- also include changes in the insurulations were adopted, he says, the ance requirements. But while colcenter would have to find the leges have "some good arguect. Currently, J visas can be scholar an individual policy, which ments" on the insurance issue, he awarded only for stays of at least would be much more expensive says, some people holding J visas three weeks. and would be unlikely to cover pre- do not have adequate coverage. existing conditions. "It would end up costing a great deal more money Mora says, foreign students and

pian at a health-maintenance orga-

nization. The plan has low co-pay-

U.S. to Revise New Rules on Visas for Foreign Students of anthropology who handles gov- quently do not have adequate covments. He cites the example of a ernment issues in international ederage. "We're not inclined to think visiting scholar from Estonia who ucation for the University of Minis at the center this year. The cennesota, says the costs would be the taxpayer should pay the bill particularly high for institutions when one of these people becomes health insurance through a group that have many J-visa visitors. ill," he says. Minnesota has about 1,600 such

visitors annually. ments and will accept people with Mr. Hendricks says that, in addi- Mr. Mora also says colleges will existing conditions—both of tion to insurance costs, he is wor- be re important benefits for a ried about the increased paper-regulations on J visas that have yet work that would be required for so to be announced. many people.

Mr. Mora of the usia says the final regulations will not impose a

At colleges and universities, Mr. ty of exchanges," he says, for insurance of lesser quality," he faculty members generally have over the regulations is continuing. Glen L. Hendricks, a professor says that visiting researchers fre-sities."

#### Visas for Brief Visits

For example, the USIA plans to propose a new J-visa category that

"We hope to increase the veloci-

good insurance coverage. But he There is no intent to punish univer-

Association of Faculty Clubs International The most advanced pen sized **Laser Pointer** for your presentations Range to 55 yds. Ideal For: ·Two AAA Ballerie Executives

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#### Gazette

Continued From Preceding Page Michael Houston, professor of marketing and logistics management at U. of Minne sota, to associate dean of faculty and cur Viculum in the school of management rnas Ruddleston, Jr., vice-president institutional advancement at Spring Hill College, to associate vice-president for earollment at Saint Joseph's U.
ames Hutchens, assistant dean of the col-

lege of the arts at Ohio State U., to asso ciate dean. Ettore F. Infante, dean of the institute of

technology at U. of Minnesota, to senior technology at U. of Minnesota, to senior yfce-president for academic affairs and provost of the Twin Cities campus. Nancy Walls ingling, coordinator of student recruitment and aiumni relations in the school of specific properties. chool of architecture at Ohio State U., to manager of development proposals in the university's Office of Corporate and

Foundation Relations.

Margherita D. Jeilinek, director of the so cial-work department at Yale-New Haven Hospital (New Haven, Conn.), to director of the Columbia U. School of Social Work at State U. of New York

rirst Wisconsin National Bank of Mil-waukee and member of the board of trust-ecs of Carroll College (Wis.), to acting administrator of the college. Territm Kaczmarsky, educational coordina-tor at Canton (Ohlo) Preservation Socie-to director of alumni services at Ma-lone College.

Robert J. Kallin, director of development at Bucknell U., to director of capital sup-port at Bowdoln College, leftrey Katz, director of Springfield (Mass.) City Library, to director of libraries at Band College.

Bard College.
William L McDivitt, president of Otero Jun-

ior College, has announced his retire ment, effective July 1.

Jeff McNelli, associate vice-president for development at Clemson U., to vice-chancellor for institutional advancement at North Carolina State U.

Ada Moeller, director of the apparel-marketing sporram at Mundelein College, to keting program at Mundelein College, to associate dean of curriculum at Columbia

Alice M. Mumaw, dean of instruction at Rochester Community College, to dean of instruction at Cape Fear Community

and development in the abrasives divi-tion at Norton Company (Worcester, Mass.), to director of the Industrial Research Center at U. of New Hampshire.
Paul G. Pearson, president of Miami U.

(Ohio), has announced his retirement, effective January 1, 1993. Ilhelmina M. Rauben-Cooke, professor of witheimine M. Reuben-Cooke, processor of law at Syracuse U., to associate denn for academic affairs in the college of law. David A. Ricke, professor of international business at U. of South Carolina, to vicepresident for academic alfairs at American Graduate School of International

Dale Seuferling, associate vice-president for development at Kansas U. Endowment Association at U. of Kansas, to

Albert J. H. Sloan, II, former dean of stu-dents at Miles College, to president. Betty Taylor, former dean of the graduate school at Lesley College, to dean of the college of professional studies at U. of San Francisco. James E. Terrell, assistant professor of edu-

James E. Terrell, assistant processor of equation at U. of the District of Columbia, to chairman of educational administration and supervision at Pace U.

Action 8. Thomas, director of alumni and de-

relopment in the school of law at U. of Richmond, to executive director of col-lege relations in the college of law at Stet-

son U.

Royal K. Toebes, vice-president for alumni
development at Northeastern U., to vicepresident for development and alumni renell, former research and de-

velopment officer at Brookdale Community College, to vice-president for plan-

Betty Travis, associate deun of the college of sciences and engineering at U. of Texas San Antonio, to dean of academic affairs at Santa Barbara City College.

care services at Meridia Huron Hospital (Cleveland), to director of the department of allied-health occupations at Eigin

Jacque Voegell, dean of the college of arts and science at Vanderbilt U., has announced his resignation as dean, effective

August 51.

Tableen Gregorio Verobel, senior campaign
director at United Way Services of Cleveland, to director of development at Ursu

line College, Mark G. Watson, controller at Theil College, to vice-president for finance at U. of

IN THE ASSOCIATIONS

Deborah L. Balley, director of the Minority Leaders Fellowship Program at Washing-ton Center, to director of the Minority

Concerns Project at Christian College

David N. Biette, political and economic officer at Canadian Consulate General (New York), to executive director of Associaion for Canadian Studies in the United Biaine Brownell.

vice-president at U. of North Texas, has been elected chair of Texas Council of Chief Academic Officers. Sister Barbara Doherty, president of Saint Mary-of-the-Woods College, has been elected chair of Indiana Conference of

Charles B. Klasek, head of the office of international and economics development at Southern Illinois U. at Carbondale, has been elected president of American Association of Colleges and Universities in Ja

lavid Lord, business manager at Colorado College, has assumed the presidency of National Association of College Auxilia-

ry Services. tanley A. Morain, director of the Technolosy Application Center and chalman of seography at U. of New Mexico, has assumed the presidency of American Socie ty for Photogrammetry and Remote Sens

Attila Yaprak, professor of marketing a Wayne State U., also to executive secre tary of Academy of International Busi-

#### MISCELLANY.

Helen Cunningham, director of the College Access Program at Philadelphia Schools Collaborative, to executive director of Samuel S. Fels Fund. Joe L. McCormiek, president of Texas Guar-anteed Student Loan Corporation, has re-signed.

#### Deaths

William A. Arrowamith, 67, university professor and professor of classics at Boston U. and former professor of classics at U. of Texas at Austin, Princeton U., Yale U., Johns Hopkins U., New York U., and Emory U., February 20 in Boston.

Marguerite Ross Barnett, 49, president of U. of Houston, February 26 in Hawaii.

Marilya Kersting Brown, 54, director of the Office of Institutional Studies at U. of Maryland at College Park, February 9 in College Park, Md.

Horachel B. Chipp, 78, professor emeritus of history of art at U. of California at Berkeley, February B in San Frencisco.

Leon W. Cohen, 88, former chairman of mathomatics at U. of Maryland at College Park, February 21 in New Brunawick, N.J.

Park, February 21 in New Brunswick,

N.J.
John A. Dixon, 68, former dean of the college of medicine at U. of Utah, February
15 in Salt Lake City.
Robert M. Gottadanker, 74, professor
emeritus of psychology at U. of Colifornia at Santa Barbara, January 17 in Santa
Barbara, Cal.
B. L. Mayakawa 95, Carry 11 in Santa

Barbara, Cal.

8. I. Hayakawa, 85, former U. S. Senator from California and former president and professor of semantics at San Francisco State U., February 27 in Greenbrac, Cal. Ruth Nichols Latham, 85, former professor of chemistry at Mount Holyoke College, February 15 in Boston.

Clifford P. Lyona, 87, professor emeritus of English and former dean of the college of arts and sciences at U. of North Carolina at Chapel Hill, February 11 in Chapel Hill, N.C.

Hill, N.C.

Helen E. Master, 93, associate professor emerita of English at Western Michigan U., February 8 in Rochester, Minn.

Frank E. Milhollan, 67, former professor of psychology at U. of Maryland at College Park, February 11 in Easton, Md.

Mary M. Millioan, 66, professor emeritus of textiles and clothing at Ohio State II.

textiles and clothing at Ohio State U., Pebruary 13 in Wichita Palls, Tex.

Pebruary 13 in Wichita Falis, Tex.

O. Jack Mitchell, 60, professor of architecture at Rice U., Pobruary 18 in Houston.

Milton L. Neuroth, 83, former chairman of pharmacy at Medical College of Vitainia, January 30 in Richmond, Va.

Douglas A. Radohl, 45, dean of community services at Seward County Community College, February 14 in Granby, Colo.

Lowell R. Tillett, 68, professor emeritus of history at Wake Forest U., December 31 in Winston-Salem, N.C. Frank J. Wray, 70, former professor of his

iory at Berea College, February II in Lexington, Ky.

John G. Zecharte, 55, president of Emerson College, February 20 in Boston.

#### Coming Events

1 symbol (=) marks items that have

Denver. Contact: Center for Faculty Evaluation and Development, (800) 255-2757 or (913) 532-5970, fax (913) 532-

11.12: Fund rateing. "Grantwriting and Foundation Funding," seminar, Nova University, Fort Lauderdale, Fla, Contact: Nova University, Office of Continuing Education, 201 Maliman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

11-13: Computers. "Computer-Virus and Security Conference," Data Processing Management Association and other spon-sors, Marriott Marquis and Summit Hotel, New York, Contact: DPMA. Financia Industries Chapter, Box 894, New York 10268; (800) 835-2246.

10208; (800) 835-2246.

11-13: Inetitutional advancement. "Writing Winning Proposals," workshop, Council for Advancement and Support of Education, Sheraton Flaherman's Wharf Hotel, San Francisco. Contact: (202) 328-5900.

11-13: Minorities and religion. "Pressing Toward a Paradigm of Liberation in Theology and Economics," meeting, National Conference of Black Seminarians, Fort Worth and Dallas. Contact: (214) 692-Worth and Dallas. Contact: (214) 692-

2251.

11-13: Philosophy. "Philosophy and Economics," symposium, California State University, Fullerton, Cal. Contact: Edward Maine, Philosophy Department, California State University, Fullerton, Cal. 92634-9480.

11-13: Pfenning. "Planning Ideas and Issues: a Working Spectrum." conference. Mountain Society for College and University Planning, Brown Palace Hotel, Denver. Contact: Dan Paulien, (303) 333-1916.

11-13: Voluntary and non-profit organiza-tions. International conference on re-search on voluntary and non-profit orga-nizations, Indiana University and other sponsors, Indianapolis, Contact: Center on Philanthropy, (317) 274-4200, fax (317) 684-800

12: Legal Issues. "Hot Topic: Campus Security Act," conference, National Asso-ciation of College and University Attor-neys, Adolphus Hotel, Dallas. Contact: Antouise Roark, Meetings Manager, NACUA, (202) 833-8390, fax (202) 296-8170

8379.

12-13: Business officers. "Endowment Management," workshop. National Association of College and University Business Officers. Washington. Contact: NACUBO. (202) 861-2520.

12-13: Fund raising. "Matchins-Gift Forum," Council for Advancement and Support of Education, Chicago. Contact: CASE. (202) 328-5900.

12-13: Higher education, Deans' seminar, Council of Colleges of Arts and Sciences.

12-13: Nigher education. Deans' seminar, Council of Colleges of Arts and Sciences, Omal Hotel at Charleston Place, Churleston, S.C. Contact: Richard J. Hopkins. (614) 292-1882.

12-14: Aristion. "Partnerships Antong Women in Aviation," national conference, Parks College of Saint Louis University, Aladdin Hotel, Las Vegas. Contact: Pegay Baty, (618) 337-7500.

12-14: Black studies. "The Bluck Family: Black Men in the African Diaspora," annual national conference on the bluck family in America, University of Louisville, Ky. Contact: Joseph H. McMillan, (502) 588-0588.

12-14: Susiness. "Positioning U. S. Firms for the Markels of Wostern Europe: International Partnerships in Markeling and Sales," forum, Robert Morris College and Miles Incorporated, Pittsburgh. Contact: (12) 227-6478, ext. 112, fax (412) 281-5539.

281-5539.

281-5539.

12-14: Multicultural programs. "Cultural Awareness Training Institute," Lenoir-Rhyne College, Washington. Contact: Jackle Brown. (704) 328-7353 or (704) 327-1957, or (800) 869-1794.

12-14: Philosophy. Regional meeting, Society of Christian Philosophers. Brigham Young University, Provo, Utah. Contact: David L. Paulsen, Department of Philosophy, Brigham Young University, Provo. Utah 84602.

12-14: Renaissance studies. "Renaissance Displacements: the Enduring Marginality of the Picaresque," conference, Indiana University, Bloomington, Ind. Contact: Chancarlo Maiorino, (812) 855-0648, or Indiana University Conference Bureau, (812) 855-4661.

12-15: Graduate students. "Infinite Possi-bilities: Advocacy and Empowerment,"

annual conference, National Association of Graduate/Professional Students. Washington. Contact: (202) 885-2472 or (708) 256-1562.

12-15: Teacher education. Annual meeting, Society for Technology and Teacher Education, Marriolt Hotel-Galieria, Houston. Contact: Association for the Advancement of Computing in Education, (804) 973-3987, fax (804) 978-7449.

12-15: Technology and Education Association, Hilton at the Circle Hotel, Indianapolis. Contact: Betty Krump, (701) 671-2240.

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

12-18: Technology and values. "Explanation in Neuroscience, Psychology, and Psychiatry: From Neurobiology to Narrative," conference on technology and values, University of Notre Dame, Notre Dame, Notre Dame, Notre Dame, Notre Dame, Ind., 46536.

11-12: Faculty. "Evaluating College Faculty." seminar, Kansas State University." (2-15) Women's studies. Annual conference, Southeastern Women's Studies As-

sociation, Tampa, Fla. Contact: Junice Snook, (813) 974-3496.

2-16: Labor studies. "New Directions in Worker-Management Relations: U.S. and U.S.S.R.," conference, Hofstra University, Hempstead, N.Y. Contact: Hofstra Cultural Center, (516) 463-5669, 13: Computers. Computer User Serv ices: Issues and Innovations," confer ence, New England Regional Computing Program, Wellesley College, Wellesley, Mass. Contact: Robert E. Gibbs, NER-COMP, Suite 215, 350 Lincoln Street, Hingham, Mass. 02043; (617) 740-0001.

Hingham, Mass. 02043; (617) 740-0001.

13: Copyrighta. Workshop on copyright law and its impact on libraries, University of North Carolina, Chapel Hill, N.C. Contact: (919) 962-2643, fax (919) 962-2061.

13-14: Faculty. "Understanding and Dealing With Difficult Faculty." seminar, Kansas State University, Denver. Contact: Center for Faculty Evaluation and Development. (1990) 35-2757. Development, (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

18-14: Legal issues. "Employment Law on a Changing Campus," workshop, National Association of College and University Attorneys, Adolphus Hotel, Dallas, Contact: Annionise Roark, (202) 833-8390, fax (202) 296-8379.

18-15: Education, "Education Unbound: New Maps, New Metaphors, New Means," annual International conference, Partnership for Service-Learning, Cambridge, Mass. Contact: PSL, (212)

986-0989.

13-15: Freshman year. "The Freshman-Year Program at the Small Liberal-Arts College." workshop, Central Methodist College and Council of Independent Colleges, St. Louis, Contact: Donald Eidson, (R16) 248-1301

son, (816) 248-3391.

13-15: North Carolina. "North Carolina Women Writers," conference, North Carolina Literary and Historical Association, Winston-Salem, N.C. Contact: Har-riette C. Buchanan, (704) 262-2291; Laura Severin, (919) 737-3870; or Gay Wilentz,

Sevenn. (919) 795-5243. (919) 795-5243. 13-15: Philosophy. "Person and Being,"

23-28: Philosophy, "Person and Being," conference, Metaphysical Society of America, Villanova University, Villanova, Pa. Contact: Oliva Blanchette, Philosophy Department, Boston College, Chestnut Hill, Mass, 02167.

24: Education, "Rethinking Our Schools to Meet the Needs of Today's Children," conference, Harvard University, Cambridge, Mass. Contact: Harvard Law School Children and Family Rights Project, (617) 495-0410, or Harvard Forum on Law and Education, (617) 491-8442.

24: Women, "Women of Excellence: Inspiration for the 90's," symposium, Mills

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15 16 17 18 19 20 21

22 23 24 25 26 27 28

14: Women. "WomenSense Career

Pathing and Empowerment for Women of Color," conference, Lincoln University, Lincoln University, Pa. Contact: (215) 932-8300, ext. 427.

24-17: Aging. Annual meeting. American Society on Aging. Town until Suntage Ho.

Society on Aging, Town and Country Ho-tol, San Diego. Contact: ASA, (415) 543.

2617.

14-17: Humanties. "Strengthening Humanities Foundations for Teachers a National Consultation and Plunning Project," Association of American Colleges. Sheraton Baltimore North Hotel. Towson, Md. Contact: AAC, (202) 387-7760.

18-18: Admissiona. College fair, National Association of College Admission Counselors, Springfield, Mass. Contact: NACAC, (703) 836-2222, fax (703) 836-8015.

18-17: Fund raising. "The Magic Relationship: Making the Non-Profit Profitable," seminar, Institute for Charitable Gissing, Fisherman's Wharf Masriott Hotel, San Francisco, Contact: ICO, (312) 222-9757.

rrancisco. Contact: ICO, (312) 222-9757, fax (312) 222-9411.
18-18: Marketing. "Sound Strategies: Marketing Northwest," national conference. National Council for Marketing and Public Relations. Seattle. Contact: Karen Jones. (206) 577-2354, or Recky (#son. (303) 353-9918.

(303) 353-9918.

16-18: Religion. "Faces of Diversity." annual meeting. National Association of College and University Chaplains. Scarritt-Bennott Center. Nashville. Contact: Ron Flowers. (404) 651-2468.

16-17: Institutional advancement. "Promoting Your Campus Via Radio, Television, and Video," workshop, Council for Advancement and Support of Education. Porum Hotel, Chicago. Contact: CASE. (202) 328-5900.

16-17: Teaching. "Improving College Teaching," seminar, Kansas State University, Denver. Contact: Center for Faculty Evaluation and Development. (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

29 30 31

spiration for the 90's," symposium, Mills College, Oakland, Cal. Contact: (510) March 8 M T W T F 8

cr. (2001) 288-8592 or (402) 489-900.

18-21: Disabilities and technolog, "fed mology and Persons With Disability conference, California State Buland at Northridge, Lox Angeles Alpotike richt Hotel, Lox Angeles Contact Bar J. Morephy, (N18) 885-2578, fax (818) 28-21: Political science and solids "1492-1992: New Worlds, New Der thins, and New Challenges," Joint 286 on 1492-1992: New Worlds, New Der thins, and New Challenges, "Joint 286 on 1492-1992: New Worlds Science and Solids anceting, Southwostern Political Science Association, Hyatt Regency Ridd, Austin, Tex. Contact: H. Paul Calid, Austin, Tex. Contact: H. Paul Calid, (1604) 742-2400.

18-21: Popular culture, Annual media, Ky. Contact: (419) 372-7861.

18-22: Higher education. "Education is the 21st Century," annual media, in Higher education of Century, "annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher education of Century," annual media, in Higher education with the 21st Century, "annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education, Washington 1800 for the Popular Culture, annual media, in Higher Education, Washington 1800 for the Popular Culture, annual media, in Higher Education, Washington 1800 for the Popular Culture, annual media, in Higher Education for Equal Opportual to The Popular Culture, annual media, in Higher Education, Washington 1800 for the Popular Culture, annual media, in Higher Education, Washington 1800 for the Popular Culture, annual media, in Higher Education, Washington 1800 for th

nology and Learning," confer

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18-21: Popular culture. Annual ment Popular Culture Association, Lorida. Ky. Contact: (419) 372-7861. 18-22: Higher education. "Education in the 21st Century," annual mediat. In thomat Association for Equal Opportunity in Higher Education. Washington Hall

(202) 543-9111. 19: Education. "Addressing New Colleges for Business in Education Refer lenges for Business in Education Responding to National and Local law tives." conference, Conference Bost, Fairment Hotel, Chicago, Contact Os-ference Hoard, 845 Third Avenue, Net York, 18022-6501; (212) 759-0900, for (212) 4801-2014

(212) 980-7014.

18: Fund raising. "Flow to Develop a SiCessful Planned-Civing Program." grinur. Nova University. Fort Laudrik.
Fila. Contact: Nova University. Officed
Continuum Education, 201 Mailmas Bily wood Building. 3301 College Avest.
Fort Lauderdale. Fig. 33314.

19-20: Academio advising. Regional casisman. Marines J. Academic Advising Ass. (212) 980-7014.

ence. National Academic Advising Asse or Ray Zarvell. (309) 677-2420.

18-20: Academic advising. Regional costs: ence. National Academic Advising Australian. Saratoga. Springs. N.Y. Costs: (ireg. Hall. (617) 891-2147.

18-20: Banalagan officers. "Budgeting for

ciation, Saratoga Springs, Cireg Hall, (617) 891-2147.

18-20: Business officers. "Budgeties for Academic and Student-Services Pendent," workshop, National Association College and University Business of ficers, St. Louis. Contact: National Professional Development Departuse, Suite 500, One Dupont Circle, Washer ton 20036; (2021 861-2520, 18-21; English. "Contexts, Communication, National Communication, "Conference on Object Communications," conference on Object Communication, National Conference on National Conference on College Communication, National Conference on College Communication, National Conference on College Communication and communication, National Conference on College Communication, University Conference on College Communication Conference on College Communication Conferenc

at Council of Teachers of English, as Council of Teachers of English, Carlonati. Contact: NCTE, 1111 Kenyor Red. Urbana, 181. 61801; (217) 128-1870.
18-21: International studies. English 1992: Challenges of Change. conference, East Carolina University, Greek Ville. N.C. Contact: Martin Schwarts.

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18-20: Adolescents, "The Trouble to be Area Community Cullege, Harris-lescent: the Nation's Concern and the born. Pa. Contact: CASI., Suite 100, 11 Sponse," conference, University of a Dopon Circle, Washington 20036; (202) consin-Stout and other sponses, 52 193-900.

Contact: Nuncy Melntyre, (21) 6
203-300.

Antonio, Tex. Contact: Kim R in the transportation of transportation of the transportation of transportation of the transportation of transportati 7027 Fairview Avenue East, Scattle 98102: (206) 329-0422.

18-20: Paraonnel, "Pre-Professis Teacher Interview Seminar," su Gart Lincoln, Neb. Contact: Cheryl T. 800 cr., (8(10)) 889-8592 or (402) 489-900 Fund for Negro Students, Park Plaza Inn. New Haves Comp. New Haven, Conn. Contact: SI RO-NESFNS, 965 Martin Luther King, Jr., Brice, N.W., Atlanta 30314-2947; (401)

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121: Reading. "Reading the World Minedia and Multicultural Learning in loday's Classrooms. " conference. Carenon Graduate School. Claremont Grenon Graduate School, Claremont, Gl. Contact: Philip Dreyer, (714) 621-

Data Boleage writing. "Communications lashed for Biomedical Scientists: Stratters for Writing Research Articles."

Whenly of Tennessee, Memphis. Communications L Barbara J. Kuyper. Department of shi informatics. University of Ten-site, Elbit South Dunlap Street. Mcm-hig 38[63] (901) 528-5432.

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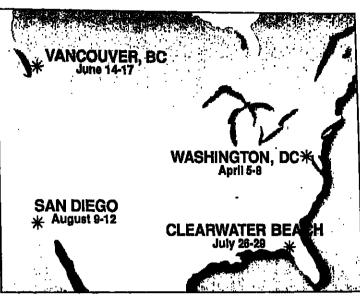
30163: es' Six Meditations "

ritei Six Meditations," conference. Virgin Polytechnic Institute and State laboraty. Blacksburg. Va. Contact: See Afraw or Marjorie Grene, Department of Philosophy, Virginia Polytechnic latt. Va. 2466; (703) 231-4564.

Continued on Following Pure

# CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

The 1992 Student Success Course Workshops



In addition to these four-day workshops, College Survival, Inc., will conduct four one-day Student Success Course Seminars in Los Angeles, Detroit, San Francisco, and Dallas. They will also host The 1992 Conference on Student Success Courses in Chicago, IL.

IN 1992, COLLEGE SURVIVAL, INC., will present a series of four-day workshops in the United States and Canada. The Student Success Course Workshops are exceptional training opportunities for teachers, coordinators. and administrators who initiate or present extended orientation, study skills, or other student success courses.

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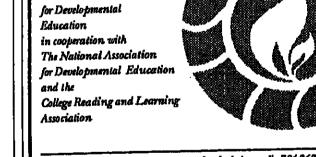
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Contact: Dr. Ja A. Jahannes Chair, Pan African Movement, U.S.A. Box 20059 Savannah State College Savannah, GA 31404 Tel 912 356-2208

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Frank Strier, Editor Journal of Business and Management School of Management California State University, Dominguez Hills Carson, CA 90747 (310) 516-3556

Deadline for next Issue: April 20, 1992.

#### **Coming Events**

Continued From Preceding Page

20-22: Reading. "The Practice and Representation of Reading in Britain: From Linus Properties." international systems of Contury." international systems of Contury." tional conference, Cambridge University, Cumbridge, England, Contact: Cambridge Project for the Book, Multing

House, Newnham Road, Cambridge CB3 9EY, England; (0223) 311066. 20-22: Walt Whitman. "Walt Whitman F O-221 Walt Writiman. "Will Writiman Pac-ing West: a Symposium on the Death of the Poet," California State University, Fresno, Cal. Contact: Jerome Loving, (200) 278-7082, fax (209) 278-2006.

22: Admissions. College fair. National Association of College Admission Counselors, Indianapolis Convention Counselors, Indianapolis Convention Center, Indianapolis Contact: NACAC, Suite 430, Alexandria, Vn. 22314; (703) 836-2222, fax (703) 836-8015.

22: Personnel. "Maximizing Staff Development and Training While Minimizing Custs," professional-development pro-

Bram, College and University Personne Association, Back Bay Hilton Hotel, Boston, Contact: Lucin Cretella or Karen Staton, CUPA, Suite 503, 1233 20th Street.

ext. 6.
22-24: Fund raising. The Mugic Relation seeing rura dising. The Mugic Relationship: Making the Non-Profit Profitable. seminar, Institute for Charitable Giving, Denver Marriott-City Center Hotel, Denver. Contact: 100, 500 North Michigan, Avenue, Chicago 60611; (312) 222-9757. Jun (312) 222-9411.

22-24: Higher education. Annual meeting of the Commission on Institutions of Higher Education. North Central Associ Association, 159 North Deurborn

rect. Chicago 60601. 22-25: Conferences and events. Conference for college and university confer ence and events managers. Association of Conference and Events Directors In ternational, Orlando, Fla. Contuct Ronna Love, Coordinator, ACEDI, Colorado State University, Rockwell Hall, Port Collins, Colo, 80523-0002; (303) 491-

22-27: Continuing education. "Leadership Institute for Continuing Professional Ed-ucation." Harvard University and Pennsylvania State University, Cambridge, Mass. Contact: LICPE, 339-C Gutman Li-brary, Harvard Graduate School of Education, Cambridge, Mass. 02138; (617, 495-3572.

Success courses, College Survival inc., Detroit. Contact: csi, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

23-24: Higher education. "Assessment and

(800) 528-8323, fax (605) 343-7553.

23-24: Higher education. "Assessment and Curriculum Reform." conference. George Mason University. Virginia Beach. Contact: (703) 993-2090.

23-24: Institutional advancement. "Parents and Grandparents Programs: Creating a Special Link." workshop. Council for Advancement and Support of Education. Omni Biltmore Hotel, Providence, R.I. Contact: CASE, Suite 400. 11 Dupont Circle. Washington 20036; (202) 328-5900.

23-24: Institutional advancement. "Special 23-24: Institutional advancement. "Special Events That Work," workshop, Council

Events That Work," workshop, Council for Advancement and Support of Education. J. W. Murriott Hotel, Atlanta. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900, 23-25: Business officers. "Intermediate Fund Accounting." workshop, National Association of College and University Business Officers, Kansas City, Mo. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

23-27: Comenius. "Comenius's Heritage and the Education of Man for the 21st Century: Conference on the 400th Anni-versary of His Birth," Charles and Comenius Universities, Prague. Contact: Jo-seph F. Zacek, Department of History, State University of New York, Albany,

N.Y. [2222.
24-25: Information. Spring meeting, Coalition for Networked Information Task Force, Shernton City Centre Hotel, Washington. Contact: Joan Lippincott, Cant. 1527 New Hampshire Avenue, N.W., Washington 20036: (202) 232-2456, fax (202) 462-7849.

ican Welding Society, McCormick Place East, Chicago. Contact: Aws, 550 N.W. LoJeune Road, P.O. Box 351040, Miami 33135; (3051443-9353, fax (305) 443-7559, 26: Philosophy. Symposium on hedonism, Rochester Institute of Technology. Rochester, N.Y. Contact: David B. Suits, Col-Jess lege of Liberal Arts. Rochester Institute of Technology, Rochester, N.Y. 14623-

success courses, College Survival Inc., Dallas, Contact: csi, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323. fax (605) 343-7553.

28-27: Computers. "National Net '92: Advancing the Leading Edge," national conference. EDUCOM, Locus L'Enfant Plaza Hotel, Washington. Contact: ED UCOM. (202) 872-4200, BITNET: NET-

25-27: Drug abuse. "Alcohol Policy and

Community Action: Agendas for To-day." national conference, National As-sociation for Public Health Policy, Sheruton Washington Hotel, Washington, Conluci: Jo Lynn Reda, National Association of State Alcohol and Drug Abuse Directors, Suite 642, 444 North Capitol Street, N.W., Washington 20001; (202) 783-6868. N.W., Washington 2000 (1202) (33-000. 26-27) Ethios and business. "The Ethics of Business in a Global Economy." confer-ence. Council for Ethics in Economics. Columbus, Ohio. Contact: Paul M. Mi-nus, CFE. 125 East Broad Street, Colum-hus, Ohio 43215.

25-27: Fund raising, "Workshop for New-comers in Development," Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CAST. Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900,

25-28: Philosophy, Pacific-division meet-ing. American Philosophical Association, Seattle. Contact: Anita Silvers, Philosophy Denartment, Sun Francisco State University, Sun Francisco 94132. 25-29: Arte. Annual conference, Interna-

tional Association on the Fantustic in the Arts, Fort Lauderdale, Fla. Contact Donald Palumbo, English Department Shippensburg University, Shippensbur Pa. 17257; (717) 532-1495 or (717) 264-

6078.

28: Disabilities. "The Americans With Disabilities Act: Disabled People in the Workplace and the Supervisor's Role," conference. Fri-University Consortium on Disability Policy, Suffolk University Boston, Contact: David Pfeiffer, Depurt ment of Public Management, Suffolk University. Boston 02108-2770; (617) 573-

26-27: Business and education. "New Strategies in Educational Improvement and Workforce Preparation," annual conference, National Association for Industry-Education Cooperation, Sheraton Inn, Buffalo, N.Y. Contact: NATEC, 235 Hendricks Boulevard, Buffalo, N.Y. 14226; (716) 834-7047.

28-27: Higher education, "Cuses, Class-room Research, and Conversations From the Teaching/Learning Community." annual colloquium on undergraduate leaching and learning. Massachusetts Bay Community College, Wellesley Hills, Mass. Contact: Elizabeth Fideler, Massachusotts Bay Community College, 50 Oakland Street, Wellesley Hills, Mass. 02181; (617) 237-1100, ext. 146, fax (617) 239-1047

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28-27: Institutional research. "Skills for the Future: Professional Development for Institutional Research." forum, Indiana Association for Institutional Research Nashville, Ind. Contact: Kent Grumbles, Butler University. Indianapolis 46208: (317) 283-9526.

(317) 283-9526.

28-27: Ubraries. "Funding and the Future of the Academic Library," spring conference, New England Chapter of Association of College and Research Libraries, University of New Hampshire, Durham, N.H. Contact: Mickey Moskowitz, Director, Emerson College Library, 150 Beacon Street, Boston 02116; (617) 578-8670, BITNET: MMOSKOWITZ@MERSON, 28-27: Non-traditional education, "New Pathways to a Degree: Using Technologies to Open the College," workshop, Annenberg/cpb Project, Mississippi State University, Starkville, Miss. Contact: Robert B, Lelier, Dean, Mississippi State University, P.O. Drawer 5247, Mississippi State, Miss. 39762-5247; (601) 325-3473.

26-28: Administration. "The Trick to Being a Chair," annual conference of commuty-college chairs and instructional c cers. National Community College Chair Academy, Phoenix. Contact: (602) 461-

7504.
26-28: Assistation Division meeting.
American Society for Assistatics. Bard
College. Annandale-on-Hudson, N.Y.
Contact: (914) 758-6822, ext. 270. sasment. National conference

on outcomes assessment, Manicial State College, Upper Montclair, N.J. Contact: Robert D. McCormick, Director, Office of Institutional Assessment, Russ Hall, Room 122, Montclair State College, Upper Montclair, N.J. 07043; (201) 893-4408.

26-28: English. Annual spring conference. National Council of Teachers of English, Washington. Contact: NCTE, 111 Ken-yon Road, Urbana, III. 61801; (217) 328-

28-28: Higher education. "Retrieving a Tradition, Projecting a Future: Residential Colleges in the 21st Century," International conference on residential colleges and living/learning centers. Northcast Missouri State University.

Kirksville, Mo. Contact: Dean of the Colleges, Northeast Missouri State Universi-Kirksville, Mo. 63501; (816) 785-4022, fux (X16) 7X5-41XI.

6-28: History. Conference on the history of Christianity, American Society of Church History and American Catholic Contact: History Conference, Cushwa Center, University of Notre Dane, 614 Hesburgh Library, Notre Dame, Ind. 46556; (219) 239-5441.

26-28: Langaton Hughes. "Langston Hughes: the Man and the Writer." con-ference, Lincoln University and National Endowment for the Humanities, Lincol University, Pa. Contact: (215) 932-8300

28-28: Languages. Annual meeting, South-west Conference on Language Teaching, Reno. Contact: Jan Herrera, 10724 Tan-cred, Northglenn, Colo. 80234; (303) 452-

26-29: Media, Regional colloquium, Asso Ga. Connect: Wallace B. Eberhard, Department of Journalism, University of Georgia, Athens. On. 30602; (404) 542-5033 or Greg Lisby, Deputament of Communication. Georgia State University. Atlanta 30303; (404) 651-3200.

Atlanta 30303; (404) 651-3200, 28-28: Pearl Buck. "The Pearl S. Buck Centennial Symposium: Building Bridges Between Asia and America." Randolph-Macon Woman's College. Lynchburg. Va. Contact: (804) 846-9689

26-28: Personnel. "Benefits Update," pro fessional-development program, College and University Personnel Association, Omni Netherland Plaza Hotel, Cincinnati, Contact; Lucia Cretella or Karen Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, 231 6

28-29: Cultural studies. "Textual Technologics: Text. Image, and History—a Con-ference on the Historicity of Culture and its Technical Means of Production." Texas A&M University, College Station,
Tex. Contact: Jeffrey N. Cox. Interdiscinlinary Group for Historical Literary
Study, Department of English, Texas
A&M University, College Station, Tex.
77843; (409) 845-3451.

26-29: Higher education. "Re-Forming the Major: Principles, Practices, and Politics," regional conference, Association of American Colleges, Chicago, Contact: Thomas Jeavons, Associate Director of Programs, AAC, 1818 R Street, N.W. Washington 20009; (202) 387-3760. 27: Business officers. "OMB A-133." Work-

shop, National Association of College and University Business Officers, Kun-sas City, Mo. Contact: NACURO, Profes-

soverly, Mc. Condict: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

27-28: Business and philosophy. Meeting, International Society of Husiness, Economics, and Ethics, Columbus, Olifo, Contact: Richard De George, Philosophy Department, University of Kontact. nent. University of Kansas, Law-

Department. University of Kansas, Law-rence, Kan. 66045.

27-28: Foolities. "Residence-Hall Safety and Security," workshop, Association of College and University Housing Officers International, Minneapolis Marriott Ho-tel-Southwest, Minneapolis, Contact: Tony Cawthon, Director of Residential Life, Clemson University, 200 Mell Hall, Clemson, S.C. 28634-4075; (803) 656-2295.

2295.
27-28: Faculty development. "Creating Climates for Learning." workshop, Council of Independent Colleges, Portland, Ore. Contact: Mary Ann Rehnke, Ctc. Suite 320. One Dupont Circle. Washington 20036; (202) 466-7230.
27-28: Humanities. "The Call of Stories: the Power of Narrative in Teaching. Learning, and Assessment." annual conference on exemplary practices in humanities teaching, learning, and collaboration, Lander College, Greenwood, S.C. Contact: Kate Stone, Office of Lifelong Learning. Lander College, Oreenwood, S.C. 29649; (803) 229-8335.
27-28: Music. Regional meeting. College Music Society. University of Richmond, Richmond, Va. Contact: Cass, 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-9616.

Spruce Street, Missoula, Mont. 59802;
(406) 721-9616.

27-28: Philosophy, Meeting, West Virginia Philosophical Society, West Virginia University, Morgantown, W.Va. Contact; Fred Seddon, Philosophy Departing, W.Va. 26003.

27-29: Philosophy, Meeting, American Catholic Philosophical Association, San Diego, Contact: Therese Druart, School of Philosophy

Catholic Philosophical Association, San Diego. Contact: Therew Druart, School of Philosophy. Catholic University of America, Washington 20064.

27-29: Sexual orientation and the media. "Constructions of Lesbian, Bisexual, Gay Identities in the Popular Media." symposium, Swarthmore College. Swarthmore, Pa. Contact: Daniel Smartt. Art Department, Swarthmore College. Swarthmore, Pa. 19081-1397: (215) 328-8119.

27-29: Secio-coonomics. Annual conference, Society for the Advancement of Socio-Economics, University of California, Irvine, Cal. Contact: SASE, 71411 Gelman Library, 2130 H Street, N. W. Washing-Ion: 20052; (202) 994-8167.

27-29: Teaching, Workshops on teaching writing and thinking, Bard College, An-

e-on-Hudson, N.Y. Contact: Judi Smith, Institute for Writing and Thinking, Bard College, Annandale-on-Hudson

N.Y. 12504; (914) 758-7484. 28: Adult education. "Adult Teaching annual conference. Northeastern University, Boston, Contact: (617) 28-29: Critical thinking, "Critical-Thinking Teaching Strategies, regional institute, Foundation for Critical Thinking, Den-

ver. Contact: Center for Critical Think

ing. Sonoma State University, Robinett Park, Cal. 94923; (707) 664-2940. 28-29: Modloval atudios. "Jewish Chris tian Encounter in the Middle Ages: the Psalms," symposium, Marquette Univer-sity, Milwaukee, Contact, Steven Taylor,

29-31: Business officers, "Forum on Right sizing," National Association of College and University Business Officers, St. onis, Contact: NACURO, Professional Development Department, State 500, One Dupont Circle, Washington 20036; (202) 864-2520.

29-31: Dovelopmental education. Annual ium on developmental education New York College I carning Skills Assointion, Nevele Country Club, Ellenville. N.Y. Contact: Burbara Risser, Associate ssor of English, Onondaga Community College, Syracuse, N.Y. 13215; (315)

409-2424, 29-31: Fund raising, "Seize the Opportuni-ty," seminar, Institute for Charitable Giving, Washington Marriott Hotel, Washington, Contact: 106, 500 North Michigan Avenue, Chicago 60611; (312) 222-9757, fax (312) 222-9411. 29-April 1: Student porsonnel. Commut-ments We Honor: Voices, Visions, Val-

nes," annual conference, National Asso-ciation of Student Personnel Administraon of Student Personnel Administra tory, Cincinnati, Contact: (202) 265-750 30-31: Business ethics. "International Per spectives on Business Ethics," conference, Bentley College, Waltham, Mass Contact: Judith Kanun, Center for Bosi ness Ethics, Bentley College, 175 Lorest Street, Waltham, Mass, 02154, 6677 891.

3433, fax (617) 891-2819. 30-31: Business and higher education. "Delivering Education and Learning to Business and Industry." conference. College Board, Washington Confact. Elena K. Morris, Conference Director, Office of Adult Learning Services, College Board, 45 Columbus Avenue. New York 10023; (212) 713-8101.

30-31: International studios, "J. A. Comenius and Slovak Culture," Charles and Comenius Universities, Bratislava, Czechoslovakia, Confact Joseph F. Zacek, Department of History, State Uni versity of New York, Albany, N Y

30-31: Managoment. "Implementing Total Quality Management in Colleges and Universities." conference, International Quality and Productivity Center, Iroy, Mich. Contact: Danni McKenna, 1001. Suite Seven, 200 Cooper Avenue, Dipper Montchir, N.J. 07043, (R00) 882 8684 or

30-April 1: Education. "Creating the Quality School," conference, University of Okluboma, Norman, Okla, Contact 4 d ward Chance, Director, Center for the Study of Small/Rural Schools, Universi-ty of Oklahoma, 555 Constitution, Nor-man, Okla, 73037-0005; (405) 325-1711, fax (405) 325-1824.

103 (205) 25-1829.
30-31: Environment. "A Forum on Central Europe: an Environmental Research and Education Agenda for Urban Settlements and Sustainable Development." Association of Big 8 Universities, Kansas State University, Manhattan, Kan, Contact, Division of Continuing Education, 141 College Court Building, Kansas State University, Manhattan, Kan, 665(6), (913) 532-5560 or (869), 432 832 532-5569 OF (8(K)) 432-8222

April 1: Student loans. "Student-Luan Management and Collections, work-shop, National Association of College and University Business Officers and Na-tional Association of Student Interactal Aid Administrators, St. Lons, Contact, NACUBO, Professional Development De-

NACUBO, Professional Development De-partment, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520 30-April 2: Computers, International sym-posium on parallel processing. Associa-tion of Computing Machinery and other sponsors, Beverly Hills, Cal. Contact, Larry Canter, Computer, Section 18, 12 Larry Canter, Computers Systems Approach Inc., Suite B, 1140 South Raymond Avenue, Fullerton, Cal. 92631: 4749-738-3444.

O April 3: Science education, Research conference on science education, Condon Research Conferences, Loubletree Ho-Research Conferences, Doubletice Ho-lel, Ventura, Cal. Confact: Science Hou-cailon Conference, Gurdon Research Conferences, Gurdon Research Center, University of Rhode Island, Kingston, R.I. 0281-0801; (401) 783-4011 or (401) 783-3379 for (401) 783-744

783-3372, fax (401) 783-7644.
31-April 1: Student recruitment. "Recruiting the Adult Student," workshop, Council for Advancement and Support of Education cation, Chicago, Contact: CASS., Suite 400. Il Dupont Circle. Washington 20036; (202) 328-5900

: APRIL :

1-8: Student recruitment. "Developing a Creative and Effective Recruitment and Retention Program, workshop for Advancement and Support tion. Chicago. Context (20) 33

1-4: Critical thinking. "Critical In-Critical Literacy: the Challenged notagy, Culture, and Cretivity." cince, Oukton Community Cay cago, Cuntact: Lorenz Bocka, Cummunity College, 1600 E Road, Dev Plains, III, 6001649, 635-1831.

April Managed Pre-Centennial," meeting, fidanaged Pre-Centennial," meeting, fidanaged Pre-Centennial, fidanaged Pre-Ce

Street, Haltimore 21201.

2-42 Computers. "Information Islands ontes. Critical Choices for Cules." Information Islands. "Information Islands." West Texas Philosophical Society. Son Autono. Contact Philosophy, Neeting, New Mexko, and Indies. "No. 120, One Dupont Circle, Walies V20, One Dupont Circle, Walies V2

4-WIME. (161) 187-4174.

2-4: Muclo, Meeting, Southeasten Habital Resource of Keyboard Society, Agnes Soft Lage, Decatur, Go, Contact: Sugard Resource of Fifth Street, Charlotte, N.C. 254.

2-4: 19th-contury studies. "Color and Day of Fifth Street, Charlotte, N.C. 255.

4-4: 19th-contury studies. "Color and Day of Fifth Street, Charlotte, Like In Color and Day of Fifth Street, Charlotte, Like In Color and Contact: Art." meeting. Suntheasten 19th-Color and Color and Color and Participation of Studies Association. Tampa, Rabital Loads University, 221 North Grand Bodeward, St. Louis 63103.

1-act: Judyrga M. da Costa Nunca, Judy Day of Sundies Association. Tampa, Rabital Loads University, 221 North Grand Bodeward, St. Louis 63103.

1-act: Judyrga M. da Costa Nunca, Judy Day of Sundies Association. Annual conference. Association, Pa. 18104-586.

2-4: Nursing. National conference of Sundies. Association and Curriculum Development, New Orleans. Contact: Association and Sundies. Association and Curriculum Development, New Orleans. Contact: Association and Sundies. Association and Curriculum Development, New Orleans. Contact: Association and Curriculum Development and Curr

2-4: Muraing. National conference of the land space-life sciences, University Alabama and other sponsors, Sal Shrice Harbour Resort and Conference of Center, Leugue City, Tex. Contactive versity of Alabama, College of National Nutraing Building 205, Huntavik, A. 35899; (2015) 895-6186. th languities. "Rhetoric Old and New:
botter to Nielzsche and Beyond." Natoni Endowment for the Humanities
at University of Chicago. Chicago.
Conact: Samuel P. Jaffe, (312) 702-8494.
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2-4: Renaissance studies, Meeting, and Central Renaissance Conference, Meeting, and Central Renaissance University, Moore, Cantact: Herbert Turenine, Mehr School of Fine Arts, Southern Mehr University, Daflay 75275.

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th Accounting. "Accounting Roundlable." National Association of Coilege and University Business Officers. Jackworld. Fla. Contact: (202) 861-2520. It had raising. "Seize the Opportunity." seminar. Institute for Charitable Univ. San Diego Marriott Hotel, L.a Julla. Confact: (312) 222-9757. It histories. "Voices: Institutional and latifular Responses to the Holocaust." National Conference on Christianity and at Holocaust. Rider College, I.awrencesie, N.J. Confact: (609) 896-5345. fax 1893 856-8029. "The Development of the Institution of Mathematics." symposius Botton University. Buston. Contact Robert S. Cohen, Center for Philosophy. Bustory of Science. Boston University. Buston. Contact Robert S. Cohen, Center for Philosophy and Hastory of Science. Boston University, Boston University. Buston. Contact Robert S. Cohen, Center for Philosophy and Hastory of Science. Boston University, Boston University. Buston. Contact Robert S. Cohen, Center for Philosophy and Riden and Towers Hotel. Chapa Hillon and Towers Hotel. Chapa Hillon and Towers Hotel. Chapa Hillon 20036; (202) 293-649. "Canilmited on Following Page

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

CALL FOR PAPERS

School of Visual Arts Sixth Annual

NATIONAL CONFERENCE ON LIBERAL ARTS

**EDUCATION OF ARTISTS** 



October 15-17 - The Drake Hotel - New York City Registration \$225, After September 24, \$235

THIS conference will provide a national forum for the ex-L change of ideas and information on the role of liberal arts in the education of artists. Participants are invited from art colleges, universities and other institutions that have an interest in educating artists. A wide variety of topics are welcomed including the role of liberal arts in the education of artists; art programs in a university context; art students and their educational needs; teachers and teaching; academic areas (e.g. sociology, psychology, history, etc.) and art education; liberal arts and art careers; administrative issues as well as other topics. In particular, the conference welcomes papers that focus on art as one of the liberal arts.

Please forward a 200 word as well as publication-ready 50 word abstract by April 19, 1992 to:

Laurie Johenning, Humanities and Sciences Department School of Visual Arts QQO 209 East 23rd Street New York, NY 10010-3994 (212) 679-7350 ext 441, FAX (212) 725-3587

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November 4-6, 1992 Baltimore, MD • Tremont Plaza Hotel

Partnership with business and

industry
Collaboration with local, state,

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International programs
 Shared responsibility

Retention

"Redefining Education: Creative Solutions through Partnership and Collaboration" The conference theme is intentionally broad to invite proposals that address a variety of concerns to Academic Affairs Administrators. We

would particularly welcome programs on the following topics: Team building Inclusive education

 External and internal program Articulation Academic and student services

Professional and liberal

Collaborative advising

SEND PROPOSALS TO: Eugene A. Peterman, Assistant Dean Bryant College, 1150 Douglas Pike Smithfield, RI 02917 (401) 232-6308

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ORAL HISTORY WORKSHOP offered Summers in Vermont since 1975 Designed for researchers aspiring to master oral history skills in a HOW-TO-DO-IT Setting.

Charles T. Morrissey, Professional Oral Historian with 30 years' experience AUGUST 3-7, 1992 At the Vermont College Campus of Norwich University located in the heart of the Green Mountains. For information and to register, contact: Sandra Joslyn
Vermont College of Norwich University
Montpeller, Vermont 05602 • (802) 828-8802



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 NEW RESOURCES — NEW PROGRAMS TO COMBAT DECLINING STATE AND FEDERAL FUNDS NEW FORMS OF PROFIT/NON-PROFIT PARTNERSHIPS NEW PROGRAMS TO REPLACE TRADITIONAL ECONOMIC DEVELOPMENT EFFORTS

WHEN & WHERE May 10-13, 1992 in Pittsburgh, Pennsylvania

SPONSORED BY The Pennsylvania State University

Call 412-565-7018 For Further Information or Registration

CALL FOR PAPERS International Sociological Association's Research Committee #28 (Social Stratification) Conference
Location: Salt Lake City, Utah Dates: August 17-18, 1992
Theme: "Stability and Change in Stratification Systems"

Trends in Gross-National Social Mobility • World System Stratification • Inequality and Education • Gender Stratification • Ethnic and Racial Stratification • Organizational and Institutional Aspects of Stratification • Methods and Models of Social Mobility • Inequality and Public Policy. Send abstract of paper by May 30, 1992 to: Bam Dev Sharda, Professor, Department of Sociology, 301 Social Behavioral Science, University of Utah, Salt Lake City, Utah 84112. Phone (801) 581-8029, Fax (801) 585-3784, EMAIL: Sharda@CC.UTAH.EDU.



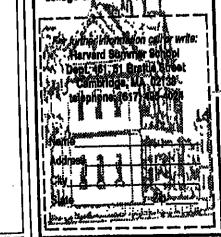
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The unsurpassed resources of Harvard University make its Summer School an exceptional place to -study all forms of creative, expository, and professional writing.

Featured are small classes, one-on-one conferences, and unique courses taught by skifled instruc-tors who are also writing profes-sionals. A prograft for writers at all levels, from beginners to published authors. All courses are offered for college credit.



## CONFERENCES, CALLS FOR PAPERS

#### Biomedical Issues and **Opportunities:** Investing in the Future

May 1 & 2, 1992

Hyatt Regency Cambridge Cambridge, Massachusetts

national conference for administrators from university medi-A cal schools, dental schools, schools of pharmacy, leaching hospitals, university affiliated foundations and research centers, and research institutes to discuss successful management models that deal effectively with the problems created by biomedical research activities; to provide the most current information on federal policies; to present current issues and policy changes at NIH.

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The registration fee of \$275 includes two continental breakfasts, two luncheons, reception and refreshment breaks.

A National Conference Sponsored by The National Council of University Research Administrators One Dupont Circle, Suite 220 Washington, D.C. 20036

For more information, call (202) 466-3894.

### **FACULTY SEMINARS ABROAD**

#### Overseas Professional Development Seminars 1992-3

- 1. Moscow and St. Petersburg, Russia June 13 27, 1992 "Rebirth of Russia" Estimated cost is \$2,350 for homestay and \$2,650 for hotel, including airfare from New York
- 2. Caracas and Canaima, Venezuela May 31 June 7, 1992 "Social Cultural and Environmental Aspects of Venezuelan Development" Estimated cost is \$1,500, including airfare
- 3. Mexico City and Querétaro, Mexico Sept. 26 Oct. 4, 1992 "Mexico Today" Estimated cost is \$1,400, plus airfare
- 4. Berlin and Potsdam, Germany October 3 10, 1992. "Berlin at the Crossroads of History, Geopolitics and Economics" Estimated cost is \$1,695, including airfare
- 5. Seville and Lisbon, Spain and Portugal March 4 13, 1993 "Spain and Portugal: 1993 and Beyond" Estimated cost is \$1,250, plus airfare



For registration information, contact College Consortium for International Studies (CCIS) 301 Oxford Valley Road, Suite 203B Yardiey, PA 19067 (215) 493-4224

#### **CALL FOR PAPERS**

10th International Conference On New Concepts in Higher Education

Sponsored by: Council for Innovation in Higher Education

Hosted by: Universidad Iberoamericana A.C.

Presentations of interest to university administrators, scholars and educators are invited.

December 7 - 10, 1992 · Mexico City, D.F.

For further information and registration details, write: Dr. Erwin Waschnig, Executive Director ICIE, c/o CSM

121 Bloor St. E., Ste, 1003 Toronto, Ontario, Canada M4W 3M5 PH: (416) 960-3805 FAX: (416) 960-0780

#### **Coming Events**

ontinued From Preceding Page 5-8: Humanities. "The Spanish Jews and the Expulsion of 1492," research confer ence, National Endowment for the Hu manities, University of Southern Califor

manities, University of Southern California, Los Angeles. Contact: Moshe Lazar, Comparative Eliterature Program, University of Southern California, Los Angeles 90089-0353; (213) 740-0103.

6-8: Student personnel. Conference, Northwest Association of College und University Housing Officers, Southern Oregon State College, Ashland. (Pre. Contact: Kay Rich, (206) 676-2971.

5-8: Student personnel. Workshop on student-success courses. College Survival

dent-success courses, College Survival Inc., Washington. Contact: csl, 2650 Jackson Boulevard, Rapid City, S.D. 57702; (800) 528-8323, fax (605) 343-7553.

#### **Deadlines**

A symbol (a) marks items that have not appeared in previous Issues of The Chronicle. Technology & Material Transfer

#### FELLOWSHIPS

March 15: International studies. Applications for research fellowships in the former republics of the U.S. S. R. and in non-European regions of the Russian Republic. Contact: International Research and Exchanges Board. 126 Alexander Street, Princeion, N.J. 08540-7102; (609) 683-9500, fax (609) 693-1511.

March 31: Children's Herature. Applications for fellowships for research using the de Grummond Collection. Contact: Dee Jones. de Grummond Collection. Southern Station Box 5148, University of Southern Mississippi, Hattiesburs. Miss. 39406-5148; (601) 266-4349.

March 31: German studies. Applicants from young scholars for postdoctoral resident fellowships for studies in the social sciences. Contact: Bosch Younger Scholars

ences. Contact: Bosch Younger Scholurs
Program in the Social Sciences, American Institute for Contemporary German
Studies, Johns Hopkins University, Suite
350, 11 Dupont Circle. Washington
2036; (202) 332-9312.

20036; (202) 332-9312.

April 1: Community service. Applications for two-year fellowships under the Southern Community Partners Program. Contact: Southern Community Partners Program, 214 Taylor Education Building. North Carolina Central University, Durham. N.C. 27707; (919) 683-1840.

April 1: Engineering and

ham. N.C. 27707; (919) 683-1840.

Aprit 1: Engineering and government. Applications for participation in the American Society of Mechanical Engineers' Federal Government Fellowship Programs, in which fellows work with the staff of a Congressional committee. U.S. Senator or Representative, in the White House Office of Science and Technology Policy, or in the U.S. Commerce Department's Technology Administration during 1992-93. Contact: Pamela Roznoy, American Society of Mechanical Engineers, Suite 906, 1828 L. Street, N.W., Washington 20036; (202) 785-3756, fax (202) 429-9417.

April 1: Adult education. Applications for 20036; (202) 785-3756, fax (202) 429-9417.

April 1: Adult education. Applications for fellowships for research on "Adult Learning. Assessment, and Reflection."

Contact: Judy Remington, National Center on Adult Learning, Empire State College of State University of New York, One Union Avenue, Saratoga Springs, N.Y. 12866; (518) 587-2100, ext. 287.

April 1: Africa. Applications for short-term

N.Y. 1286b; (518) 587-2100, ext. 287.

April 1: Africa. Applications for short-term fellowships for research in West Africa, in any diacipline. Contact: Sheri Price, Council of American Overseas Research Centers, Suite 3123, 1100 Jefferson Drive, S.W., Washington 20560.

April 1: Black studies. Applications for the Lettifa Woods Brown Graduate Fellowship in African-American History and Culture. Contact: Graduate School of Arts and Sciences. George Washington University, Phillips T-212, Washington 20052; (202) 994-6210.

April 1: Humanities. Applications for fellowship in April 1: Humanities.

April 1: Humanities. Applications for fellowships for Spring 1993. Contact: Virsinia Center for the Humanities, 145 Eduam Drive. Charlottesville, Va. 22903. 3207; (804) 924-3296.

3207; (804) 924-3296.

April 1: Research libraries. Applications for summer internships from graduate atudents in the humanities or social sciences who are interested in careers as archivists or librarians in special-collections research libraries. Contact: Beth Carroll-Horrocks. Assistant Librarian and Manuscript Librarian. American Philosophical Society Library, 103 South Fifth Street, Philadelphia, Pa. 19106; (215) 440-3409.

April 15: Engineering and science. Applications for summer summer services.

(215) 440-3409.

April 18: Engineering and science. Applications for resident, cooperative, and post-doctoral research associateships with residence at federal agencies or research institutions Contact: Associateship Pro-Bram (or430/bC), Office of Scientific and Engineering Porsonnel, National Research Council, 2101 Constitution Avenue, N.W., Washington 20418; fax (202) April 18: Garman conditions. April 16; German studies. Applicants for fellowships for resident summer re-

search. Contact: American Institute for Contemporary German Studies, Johns Hopkins University, Suite 350, 11 Du-pont Circle, Washington 20036; (202) 332-

April 15: Health physics. Applications from faculty members in health physics and related technical areas for awards for re-search in applied health physics. Contact: Health Physics Faculty Research Award Program, Science/Pagineering Educa-tion Division, Attention: Rhonda Sulli-van, Oak Ridge Associated Universities, P.O. Box 117, Oak Ridge, Tenn. 37841-0117; (615) 576-1087.

pril 15: International studies. Applications from teachers of Spanish for summer tel-lowships for study in Spain. Contact: Jill Fischer, Global Campus, 106 Nicholson Hall, 216 Pillsbury Drive, S.E., University of Minnesota, Minneapolis 55455.

April 17: Education research. Applications from individuals for tellowships for research in the Department of Educations. tion's Office of Educational Research and Department of Education, Office of Educational Research and Improvement, Room 615, 555 New Jersey Avenue, S.W., Washington 20208-5647; (202) 219-2243. (For further information, see Fed-eral Register, February 7, Pages 4,796-7.)

March 23: Community service. Applications for grants under the National and Com munity Service Act of 1990. Contact: Commission on National and Community Service, P.O. Box 33119, Washington 20033; (202) 724-0600, fax (202) 724-0608.

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29	30	31					

March 31: Energy research. Applications for grants for graduate trainceships in energy-related science and engineering disciplines. Contact: Danna J. Prokop, Education Programs Manager, Office of University and Science Education Programs, Office of Energy Research, ER-82, Department of Energy Wookington, Difference and Daniel Control of Energy Wookington, Daniel Control of Contr partment of Energy, Washington 20585; (202) 586-8949. (For further information, see Federal Resister, February 11, Page 4,998.)

grants for studies "that examine prevail grants for sounce. "Intil examine prevailing assumptions about human beings and their social systems." Contact: Rolled May Center for Humanistic Studies, Saybrook Institute, 1550 Sutter Street, San Francisco 94109; (415) 441-5044.

April 1: Humanities. Applications for grant-April 3: Humanilles. Applications for grants for higher-education programs in the humanities. Contact: Division of Education Programs. National Endowment for the Humanities. Room 302. 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0380.

April 1: Humanities. Applications for grantto conduct institutes in the humanities to conduct institutes in the humanities during summer 1993. Contact: National Endowment for the Humanities, Room 316, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0463.

April 1: Humanities, Applications from national organizations and tearned societies.

April 1: Humanities. Applications from national organizations and learned societies for grants to enable American scholars to pursue research in the United States and abroad on foreign cultures and to collaburate with foreign colleagues. Contact: National Endowment for the Humanities. Room 318, 1100 Pennsylvania Avenue. N.W., Washington 20806; (202) 786-0204. April 3: Bilingual education. Applications for grants under the Developmental Bilingual Education Program. Contact: Socorro Lara or Rebecca Richey, Department of Education, 400 Maryland Avenue. ment of Education, 400 Maryland Avenue, S.E., Room 5086, Switzer Building, Washington 20202-6641; (202) 732-5740 (For further information, see Federal Register, January 30, 1992, Pages 3,618-

April 18: Women, Applications for small April 18: Women. Applications for small grants for postdoctoral research using the Henry A. Murray Research Center. a repository of social- and behavioral-sciences data for the study of lives over time with a special focus on the lives of women. Contact: Murray Research Center. Radcliffe College, 10 Garden Street. Cambridge, Mass. 02138; 1617) 495-8140. April 24: Metrology. Applications under the Metrology Education Equipment Grant Program. Contact: Doris White. Grant Coordinator. Brown & Sharpe Manufacturing Company. Mad Division. Precision Park, North Kingstown, R.1. 02852; (401) 886-2382.

886-2382.

April 28: Library technology. Applications for grants under the College Library Technology and Cooperation Grants Program. Confact. Neal A. Kaske, Department of Education, Room 494-B. 555 New Jersey Avenue, S.W., Washington

20208-5571; (202) 219-1871. (

INSTITUTES, WORKSHOPS

the presentations at the annual meeting the Association for the Study of Afro-April 1: Continuing education April 3: Continuing education, Act of the Association of the Association of the Institute of Institute of the Institute of Institute of the Institute of Institute of

O2138; (617) 495-3572.

April 1: Management. Applicalicate interpretation in the Institute for Educations at "Supercomputing '92,' discipation in the Institute for Educations at "Supercomputing '92,' discipation in the Institute for Educations. Contact: Susan Cross. Natural Management, 139C Geographics. 2003. 497-1133. SC921NEOGUNCAR. Cutton. Cumbridge, Mass. 2013. 497-1133. SC921NEOGUNCAR. April 6: Administration and Ethnicity and Public Policy." for

cation. Cumbridge, Mass. 5238, 495-3572.

April 6: Administration, Applicate participation in a summer issue women in higher-education size tion, to be held in June and July in Mawr. Pa. Contact: Bety Metas sistem Director. Higher Education for Ethnic Studies. Studies Studies Statum Director. Higher Education for Ethnic Studies, 19 of Denver, Colorado Women (a. b. 19 of Denver, Colorado

March 20: Aesthetics, Propositions the presentations at the annual para the Rocky Mountain Division of Strainty Park, Ill. 60466; (708) 534-5040. American Society for Aesthelica for 1 Phenomenology, Puners on the held in July in Santa Fe, N.M. (a) them: "Allegory Old and New: Crentiv-brand J. Drivcoll, (719) 369-218. It was a formational andies, had been "Allegory Old and New: Crentiv-brand 27: Informational andies, had been "Allegory Old and New: Crentiv-brand 27: Informational andies, had been conference on European studies as an except of the presentation at an international conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as an except of the conference on European studies as a conference on European studies as an except of the conference on European studies as a conference on Euro mard Kolasu, (402) 554-3617. March 30: Fluid dynamica. Abstracti

Testing Office, Montclair State O Upper Montclair, N.J. 07043. March 31: Health care, Proposition

ble presentations at a conference

March 32: History, Proposals on lede
"Frusing the Color Line in the Ma
Non-Violent Protest and Civil Sile
1942-1955," for possible presenting
a conference, to be held in October
Hill (Hon, Ohio, Contact: Richard Line)

Hinfion, Ohio. Contact: Mana-MacMaster, History Department, History Department, History Department, History Department, History March 31: Interdisciplinary studes, by stracts of papers on the these "Worlds in the New World" for positive presentation at an interdisciplinary of ference on the encounter of Africa. History in the Americas, to be held the state of the March 2014 of the March

Europe in the Americas, to be kell April in Washington. Contact: Mark Christophe. Department of Portin Laures, University of the District of February 1988. University of the District of February 1988. When the N.W., Washington 2003. March 31: International education. Proceedings of the theme "Caribbean and Associate Conference of the Caribbean Association of Professionals and Scholars, to be in June in Washington. Contact: Caribbean Association of Professionals and Scholars, 617 Kennedy Street, N.S., Washington 20011.

March 31: Management, Proposals formable presentations at the annual reference of the Association of Management to be held in August in Las Vega, in fact: William A. Hamel, 1804) 479-58 (act: Will

betd to July in Montreal Contact: Year held to July in Montreal Contact: Year Cauchy, Philosophy. University of Hetreal, Montreal H3C 317, Canada.

April 1: American studies, Proposits of the 1theme "The American Home: Maint theme "The American Home: Maint Cultura, Domestic Space, and Frield Cultura, Domestic Space, and Frield Life," for possible presentations of a ference to be held in October la Water frence to be held in October la Water thur, Del. Contact: Charles Humbel of

Washington 20011.

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March 30: Fluid dynamics. Abstraut 2018; (617) 489-3696.

pers for possible presentation in the American Society of Mechanical theme "Chronos and Kuirus: the Provincers" annual conference on this work when the Control of Controls, the Passions, and Intentionality, "for possible presenters, Contact: Richard A. Bajan, and Intentionality," for possible presenters. Contact: Richard A. Bajan, and Intentionality, "for possible presenters, and Intentionality," for possible presenters, and Intentionality, "for possible presenters, and Intentionality," for possible presenters, and Intentionality, "for possible presenters, and Intentionality," for possible presenters, and Intentionality, "for possible presenters, and Intentionality," for possible presenters, and Intentionality, and Int 293-3449, fax (304) 293-7554.

March 32: Developmental education products for providing prosentational annual conference of New Jensy Astalian for Developmental Education for Developmental Education for the Astalian for the State of the St nomenological Institute, to be held it May in Messenc, Greece, Contact: A.T Tymieniecka, World Phenomenology Institute, 348 Payson Road, Belmont, Mass. 02178; (617) 489-3696. held in November in Upper More N.J. Contact: Sybil J. Smith. Bags

April & Riveloric and composition. Propos-als for possible presentations at a conference on rhetoric and composition, to be beld in July in State College, Pa. Contact: Pennsylvania State t ty Park, Pa. 16802. terdisciplinary health-gare team, the held in September in Chicago College of Health and Human Sees Howling Green State University, 6 372-8243, fax (419) 372-2897.

in Europe and America" for possible pre-sentations at a conference of the Ameri-

an Association of University Administrators, to be held in Innsbruck, Austria

September. Contact: Virginio 1. Facci, Governors State University, Uni

Art 10 Addams, Papers on issues facing Africans in North America for possible presentations at a conference, to be held in May in Savannah, Cha. Contact: Ja A. Jahannes, Chair, Pan African Movement. U.S.A., Box 20059, Savannah Stute Col-

Ceater, a nt-for-profits

PBS

Scales Thompson, Office of Advanced Scales, Winterthur Museum, Garden, and Library, Winterthur, Del. 19735. lege, Savannah, Gu. 31404; (912) 356ble presentations at an international conference, "Assessing Quality in Higher Education," to be held in July in Easelede, the Netherlands, Confact: Trudy W. Buntu, Director, Center for Assessment Research and Development, 1819 Andy

Holt Avenue, Knoxville, Tenn. 37996-4350; fax (615) 974-2712. April 10: Illinois. Proposals for possible pre-sentations at an annual symposium on Il-linois history, to be held in December in Springfield, III. Contact: Norcea O'Bri cy, Union Station, 500 East Madisor Street, Springfield, Ill. 62701; (217) 785-7952. tion, Illinois Historic Preservation Agen

April 15: Communal societies. Proposuls on April 15: Communal societies. Propositions the theme "Utopian Communities: Rural and Urban Patterns of Settlement and Life." for possible presentations at the annual conference of the Communal Studies Association, to be held in October in Nauvoo, Ill. Contact: Robert Suttle. ton, Department of History, Western Illi nois University, Macomb, III, 61455; (309) 298-1053.

1992		April 1993				
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theme 'Change, Diversity, and Commu-nication,' for possible presentations a the annual convention of the Florid Communication Association, to be hel in October in Key Biscayne, Flu. Con-

in October in Key Miscayne, Put. Con-tact: Becky Mulvaney, Department of Communication, Florida Atlantic Uni-versity, Boca Raton, Fla. 3431. April 16: Folidore. Proposals on the theme "Transnational Articulations: Critical Perspectives From Folklore," for possi-hic presentations at the annual meeting of the Associate Folklore Swigty to be held the American Folkhore Society, to be held in October in Jacksunville, Pla. Contact: Gregory Schrempp or Sue Tuoby, Polk-lore Institute, 504 North Fess Street, Indiana University, Bloomington, 47405; (812) 855-1027.

pril 18: Literature. Manuscripts on the theme "Helene Cixous as Critic" for pos-sible publication in Ist: Literature, Interpretation Theory. Contact: Lee Jacobus and Regina Barreea, Department of Eng-lish, 1-25, University of Connecticut, Storry, Coun. 06268.

April 15: May Sarton. Papers for possible presentation at a conference on the life and work of May Sarton, to be held in June in Portland, Mc. Contact: Anne C. Arsenault. Continuing Studies, West-

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For further information, call

1(800) 257-2578

#### presentations at a conference on basic writing, to be held in October in College Park, Md. Contact: Carolyn Kirkpatrick. Department of English, York College of City University of New York, Jamaica, N.Y. 11451; (718) 262-2470, fax (718) 262-The Chronicle of Higher Education

brook College, 716 Stevens Avenue, Portland, Mc. 04103.

Anathetian, Papers on the theme "Sunteri

Aesthetics in Contemporary Latino Art. for possible presentation at a symposium

to be held in August in Allanta. Contact:
Arturo Lindsay, Spelman College, Department of Art, Box 296, 350 Spelman
Lane, S.W., Atlanta 30314-4399; (404)

Assessment, Proposals on the theme "As-

sessing Quality in Higher Education," for possible presentations at a conference, to he held in July in Enschede, the Nether-

lands. Contact: Trudy W. Banta, Center

for Assessment Research and Develop-

ment, University of Tennessee, 1819 Andy Holt Avenue, Knoxville, Tenn. 37996-4350; (615) 974-2350 or (615) 974-0883, fax (615) 974-2712.

Blography. Short biographics of distin-guished Americans who died during the

guisned Americans who died uning the years 1971 through 1980 for possible inclusion in the Dictionary of American Biography. Contact: Karen E. Markoc, State University of New York Maritime College, Fort Schuyler, Bronx, N.Y.

Computers. Proposals on the theme "Com-

Computers. Proposals on the theme "Computers on Campus," for possible presentations at a conference, to be held in November in Columbia, S.C. Contact: Computers on Campus, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260. Eax (803) 777-9357.

Cultural studies. Proposals on the theme "The Americanisation of Culture," for

possible presentations at a conference, to be held in September in Swansea, Wales. Contact: Candida Hepworth. American Studies Centre. University of Wales, Swansea SA2 8PP, Wales, United King-

dom: fax (011) 44-792-295719.
agineeing, Proposals on the theme "The
Future of Precision Engineering and Mechatronics in Teaching, Research, and
Application," for possible presentations
at an international symposium, to be held

in September in Vienna. Contact: Mark Fritz, Department of Precision Engineer

ing and Mechatronics, Technical Univer-sity of Vienna, Ousshausstrasse 27, A-

sity of Vienna, Gusshaustrasse 27. A1040 Vienna.
Ethios. Proposals for articles for publication in The Journal of Information Ethics.
Contact: Robert Hauptman, Editor, The
Journal of Information Ethics, St. Cloud
State University, St. Cloud, Minn, 56301;
(612) 255-4822.

(612) 255-4822.

Minorities. Proposals on the theme "The Minority Student Today: Recruitment, Retention, and Success." for possible presentations at a conference, to be held in October in San Antonio. Contact: Minority Contact:

In October in San Annana. Contact: Mi-nority Student Today Conference. Uni-versity of South Carolina, Division of Continuing Education, Suite 200, 900 As-sembly Street, Columbia, S.C. 29208; (R03) 777-9444 or (803) 777-2260, fax (803)

777-9357.

Non-profit organizations. Proposals for possible presentations at the annual conference of the Association for Research on Nonprofit Organizations and Voluntary Action, to be held in October and November in Now Haven Confect Ac-

ber in New Haven, Conn. Contact: AR-Nova, Route 2, Box 696, Pullman, Wash.

Religious studies. Proposals for possible

Poligious studies. Proposals for possible prosentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598, or Jon Young, College of Arts and Sciences, Fayetteville State University, Payetteville, N.C. 28301-4298; (919) 486-1681.

March 31: Administration. Doctoral disser-tations accepted between July 1, 1990, and June 30, 1991, focusing on crucial is-sues in the administration of institutions

sues in the administration for of higher education for consideration for awards from the American Association of University Administrators Foundation. Contact: H. J. Zoffer, Joseph M. Katz Graduate School of Business, University of Pittsburgh, Pittsburgh 15260; (412)

648-1556.

April 1: Folklore. Monographs published within the past two years for consideration for the Chicago Folklore Prize.

Contact: Administrator, Chicago Folk-

Contact: Administrator, Chicago Folklore Prize, Department of Germanic Languages and Literatures, University of
Chicago, 1050 East 59th Street, Chicago
60637; (312) 702-8494.

April 13: Facilities, Applications for new
awards under the College Facilities Loan
Program, Contact: John D. Adams or
Anne S. Young, Department of Education, 400 Maryland Avenue, S.W., Room
10022, x06-3, Washington 20202-5339;
(202) 708-9417 or (202) 708-9421. (For further information, see Federal Renister,

ther information, see Federal Register, Pebruary 6, Page 4.686.)

dom: fax (011) 44-792-295719.

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